

BEFORE THE TENNESSEE REGULATORY AUTHORITY
NASHVILLE, TENNESSEE

IN RE:

APPLICATION OF MEMPHIS
NETWORK, LLC FOR A CERTIFICATE
OF PUBLIC CONVENIENCE AND
NECESSITY TO PROVIDE INTERSTATE
TELECOMMUNICATION SERVICES
AND JOINT PETITION OF MEMPHIS
LIGHT, GAS & WATER DIVISION,
A DIVISION OF THE CITY OF
MEMPHIS, TENNESSEE ("MLG&W")
AND A&L NETWORKS-TENNESSEE,
LLC ("A&L") FOR APPROVAL OF
AN AGREEMENT BETWEEN MLG&W
AND A&L REGARDING OWNERSHIP
OF MEMPHIS NETWORK, LLC.

DOCKET NO. 99-00909

PRE-FILED TESTIMONY OF BRENT E. HALL
ON BEHALF OF IBEW LOCAL 1288

Q. PLEASE STATE YOUR NAME AND PLACE EMPLOYMENT.

A. My name is Brent E. Hall. I am employed at Memphis Light Gas and Water (MLGW).

Q. DESCRIBE YOUR EDUCATIONAL BACKGROUND.

A. I received a high school diploma from Kingsbery High School in Memphis, Tennessee in 1983. I received an associates degree in electrical engineering from State Technical Institute in Memphis in 1989. I successfully completed a 5 year journeyman lineman's program in 1989. This is a joint apprenticeship program between MLGW and the International Brotherhood of Electrical Workers, Local 1288 (IBEW).

PO 6-1-00

Q. HOW LONG HAVE YOU BEEN EMPLOYED BY MLGW?

A. I was first employed by MLGW in 1984. I have been continuously employed by MLGW from that date through the present.

Q. WHAT IS YOUR CURRENT JOB TITLE WITH MLGW?

A. I am currently employed as a journeyman lineman.

Q. DESCRIBE YOUR DUTIES AS A JOURNEYMAN LINEMAN.

A. I perform skilled work in the construction and maintenance of electrical cable and power line systems operated by MLGW.

Q. WHAT OTHER POSITION HAVE YOU HELD WITH MLGW?

A. None.

Q. DO YOU NOW HOLD A LEADERSHIP POSITION WITH IBEW LOCAL 1288?

A. Yes.

Q. WHAT POSITION?

A. President.

Q. HOW LONG HAVE YOU HELD THIS POSITION?

A. Since June 1995.

Q. IS THIS AN ELECTED POSITION?

A. Yes.

Q. HAVE YOU HELD ANY OTHER POSITIONS WITH IBEW LOCAL 1288?

A. Yes. I was a member of the Executive Board from 1989 through 1995. I was also assistant business manager from April 1996 through June 1998. I have also served as chief steward, as well as other positions within the union.

Q. WHAT ARE YOUR RESPONSIBILITIES AS PRESIDENT?

A. I have numerous responsibilities involving the running of IBEW Local 1288, including presiding at meetings and appointing members to various committees. Additionally, I bargain with the management of MLGW on behalf of the bargaining unit employees.

Q. WHAT EMPLOYEES DOES IBEW LOCAL 1288 REPRESENT?

A. The non-supervisory employees of MLGW.

Q. HOW MANY EMPLOYEES ARE CURRENTLY REPRESENTED?

A. Approximately 1700 are presently in the bargaining unit.

Q. WHAT IS PURPOSE OF YOUR TESTIMONY?

A. The purpose of this testimony is to set forth the concerns of IBEW Local 1288 regarding the proposed joint venture of MLGW and A & L Networks Tennessee LLC, in Memphis Networkx LLC. I will testify regarding what IBEW Local 1288 considers to be the lack of good faith and openness with which MLGW approached us prior to its entry into the joint venture. I will testify regarding the impact of the proposed joint venture on the Memorandum of Understanding that currently governs labor relations between MLGW and its non-supervisory employees. I will testify regarding the impact that the proposed venture will have on jobs in the bargaining unit.

Q. IS THERE CURRENTLY A MEMORANDUM OF UNDERSTANDING BETWEEN MLGW AND IBEW LOCAL 1288?

A. Yes.

Q. DOES THIS MEMORANDUM OF UNDERSTANDING COVER LABOR RELATIONS BETWEEN MLGW AND IBEW LOCAL 1288?

A. Yes.

Q. WHAT TIME PERIOD DOES THIS MEMORANDUM COVER?

A. It covers the period from January 1, 1998 to January 1, 2002.

Q. AS PRESIDENT OF IBEW LOCAL 1288, DO YOU ACT AS LIASON BETWEEN THE MEMBERS OF THE BARGAINING UNIT AND MANAGEMENT OFFICIALS OF MLGW WITH REGARD TO LABOR RELATIONS AND THE OPERATION OF THE MEMORANDUM?

A. Yes.

Q. DID MLGW OFFICIALS DISCUSS WITH YOU AND OTHER OFFICIALS OF IBEW LOCAL 1288 OF ITS PLANS TO GO INTO THE TELE COMMUNICATIONS BUSINESS?

A. Yes. There were some general discussions regarding MLGW's exploration of the benefits of going into the telecommunications business. We were never told by MLGW, however, that they intended to go into a joint venture with A & L Networks-Tennessee LLC or any other private entity. We also were never informed of MLGW's intention to form Memphis Networkx LLC or any other private entity to go into the telecommunications business. The first we heard about this was from what appeared in the newspapers. We had consistently told MLGW that we would not be opposed to it going into the telecommunications business through its telecommunications division, but that we would oppose this if MLGW tried to do so as a private entity. I believe that MLGW did not act in good faith toward us, nor was it totally forthcoming to us regarding its intentions of setting up a private company. We have yet to be provided by MLGW with a copy of Memphis Networkx's Application to the TRA, or the Operating Agreement between MLGW and A & L Networks-Tennessee LLC. We are constantly told by MLGW that we as its employees are partners with it, but

at no point was any input requested from us regarding this venture, nor were we asked regarding our concerns about its impact on the Memorandum of Understanding or our jobs.

Q. WERE THERE ANY MEETINGS HELD WITH REPRESENTATIVES OF MLGW AND IBEW LOCAL 1288 REGARDING SETTING UP MEMPHIS NETWORKX LLC?

A. Not prior to its formation and the signing of the contract.

Q. WERE THERE ANY DISCUSSIONS HELD REGARDING THE OPERATING AGREEMENT OF MEMPHIS NETWORKX BETWEEN MLGW AND A & L NETWORKS-TENNESSEE, LLC?

A. No, not before it was entered into.

Q. REFERRING BACK TO THE MEMORANDUM OF UNDERSTANDING, WERE YOU AS PRESIDENT OF IBEW LOCAL 1288 INVOLVED IN THE NEGOTIATION OF THIS MEMORANDUM WITH MLGW ON BEHALF OF IBEW LOCAL 1288?

A. Yes.

Q. HAVE YOU REVIEWED THE MEMORANDUM AND ARE YOU FAMILIAR WITH ITS TERMS?

A. Yes.

Q. IS A COPY OF THIS MEMORANDUM ATTACHED AS EXHIBIT "A" ?

A. Yes.

Q. WHAT DOES ARTICLE 17 OF THE MEMORANDUM PROVIDE?

A. Article 17 provides that senior qualified employees shall be considered for promotion or transfer to new positions and to vacancies in jobs covered by the Memorandum before applicants are

considered from outside of the bargaining unit. In effect, Article 17 gives "first dibs" to qualified bargaining unit employees on new positions or vacancies for jobs covered by the Memorandum.

Q. WILL THERE BE NEW JOBS CREATED BY THIS TELECOMMUNICATIONS VENTURE THAT ARE COVERED BY THE MEMORANDUM?

A. Yes.

Q. ARE THERE QUALIFIED BARGAINING UNIT EMPLOYEES TO FILE THESE JOBS?

A. Yes. Actually, there are bargaining unit employees currently employed that have experience in pulling and splicing fiber-optic cable.

Q. IF MLGW WENT INTO THE TELECOMMUNICATIONS BUSINESS THROUGH ITS TELECOMMUNICATIONS DIVISION, WHAT EFFECT IF ANY WOULD THIS HAVE ON THE APPLICABILITY OF THE MEMORANDUM?

A. If MLGW went into the telecommunications business through its telecommunications business, Article 17 of the Memorandum would apply to the new jobs created by this, and MLGW would be required to fill these jobs with bargaining unit employees.

Q. DOES GOING INTO THE TELECOMMUNICATIONS BUSINESS AS A JOINT VENTURE IN MEMPHIS NETWORK CIRCUMVENT THE REQUIREMENTS OF ARTICLE 17 OF THE MEMORANDUM OF UNDERSTANDING?

A. Yes, if Memphis Network is considered a private company, as it claims to be.

Q. IS THERE ANY OTHER POTENTIAL IMPACT THAT THIS VENTURE WOULD HAVE ON ARTICLE 17 OF THE MEMORANDUM OF UNDERSTANDING?

A. Yes. We were told that if the Memphis Networkx venture is approved and the project starts, MLGW will bid for some of the work, as if it were any private contractor. This work will be performed by bargaining unit employees. While we generally want additional work, our concern here is that this would take current bargaining unit employees away from the essential services provided by MLGW. This shortage would be filled by MLGW by contracting the work to a private company. Our concern is that when the Memphis Networkx project is completed, MLGW will continue to use the private contractor, thus in effect eliminating bargaining unit jobs and circumventing the Memorandum of Understanding.

Q. WHAT OTHER CONCERNS DOES IBEW LOCAL 1288 HAVE WITH PROPOSED JOINT VENTURE?

A. IBEW has several additional concerns:

First, we are concerned about the precedent set by this venture. It is essentially outsourcing of work to an out-of-state, quasi-public and potentially non-union employer that pays substandard wages for this area. If MLGW goes into the telecommunications business through what it considers to be a private business, and circumvents our Memorandum of Understanding, then nothing will prevent it from doing the same with its electric gas, or water divisions. It could thus totally privatize itself. A valuable asset of the City of Memphis will thus be placed in jeopardy.

Second, we are concerned about the loss of jobs. It is stated in the Memphis Networkx business plan that the telecommunications infrastructure will provide real-time meter reading. There are currently approximately 100 bargaining unit jobs that may be eliminated by this.

Third, in addition to being employees of MLGW, we are also ratepayers and members of the general public. As such, we are extremely concerned about the entry by MLGW into a joint venture

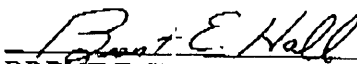
with an out-of state, non-union company, that has little experience in the telecommunications business. This puts ratepayer and potentially taxpayer money at risk. We feel that if MLGW believes that it is in its best interest to enter this business, it should do so itself, as other publically held utilities have, and preserve its public nature.

Q. DOES THIS CONCLUDE YOUR TESTIMONY?

A. Yes.

VERIFICATION

I, Brent E. Hall, declare under penalty of perjury that I am authorized by the International Brotherhood of Electrical Workers Local 1288 to testify on its behalf, that I have caused the foregoing written testimony to be prepared on my behalf, that I have read the foregoing testimony, and that the statements contained therein are true and correct to the best of my knowledge, information and belief.

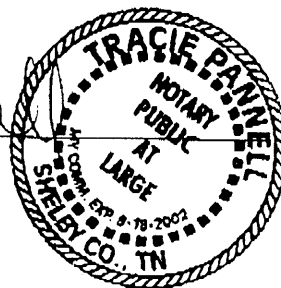


BRENT E. HALL

President of International Brotherhood of Electrical
Workers Local 1288

STATE OF TENNESSEE
COUNTY OF SHELBY

SWORN TO AND SUBSCRIBED before me this 23rd day of May, 2000.


NOTARY PUBLIC

MY COMMISSION EXPIRES:

September 18, 2002

MEMORANDUM

of

UNDERSTANDING

between

**MEMPHIS LIGHT, GAS AND
WATER DIVISION**

and

LOCAL UNION NO. 1288

of

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**

JANUARY 1, 1998

to

JANUARY 1, 2002



AFL-CIO & CFL

**MEMORANDUM
OF
UNDERSTANDING**

INDEX

Article Subject	Page
Agreements	58
Apprenticeship (Training for Skills Improvement).....	43
Apprentice Bidding (restriction).....	44
Arbitration (Grievance and Arbitration Procedure).....	38
Assistant Business Manager.....	18
Authorized Leaves.....	37
Bid, Job (Promotions and Transfers).....	21
Bid, Restriction (Promotions and Transfers).....	22
Bonus Days (Sick Leave).....	50
Bonus Pay (Sick Leave).....	50
Bulletin Boards.....	13
Business Manager.....	18
Calendar.....	80
Call-Out Pay.....	35
Chief Stewards (Union Representatives).....	16
Classifications Eligible for Bargaining Unit (Included Employees).....	7
Co-op Students (Temporary and Part-Time Employees).....	9
Death in Family (Time Off for Death in Family).....	29
Discharge (Discipline & Discharge).....	19
Discipline (Discipline & Discharge).....	20
Discrimination (Non-Discrimination).....	11
Division Responsibility.....	12
Dues Deduction.....	15
Emergency Overtime (Call-Out Pay).....	35
Excluded Employees (Included Employees).....	7
Funeral Leave (Time Off for Death in Family).....	29
General Training Committee (Training for Skills Improvement).....	43
Grievance and Arbitration.....	38
Holidays.....	46
Hours and Overtime.....	31
Inclement Weather.....	36
Included Employees.....	7

Insurance.....	27
Joint Apprenticeship Committee (Training for Skills Improvement).....	44
Training for Skills Improvement.....	43
Jury Duty.....	30
Layoff or Reduction in Force.....	25
Leaves of Absence (Authorized Leaves).....	37
Management Rights (Division Responsibility).....	12
Meals.....	51
Merit Increase (Performance Appraisal).....	43
Military Service.....	30
New Employees (Probationary Period of Employment).....	13
Night Premium Pay (Shift Differential Pay).....	51
Non-Discrimination.....	11
No Strike — No Lockout.....	13
Overtime (Hours and Overtime).....	31
Part-Time Employees and Temporary Employees.....	9
Pay Differential (Work Out of Classification).....	28
Pay Schedule (Salary Schedules).....	52
Pensions.....	27
Performance Appraisal.....	43
Picket Lines.....	16
Probationary Period of Employment.....	13
Promotions and Transfers.....	21
Records of Discussion, Discipline, and Discharge (Discipline and Discharge).....	19
Reduction in Force (Layoff or Reduction in Force).....	25
Reopener.....	54
Reprimands (Discipline and Discharge).....	19
Rest Periods (Hours and Overtime).....	31
Rest Periods (Hours and Overtime).....	32
Rest Periods (Hours and Overtime).....	33
Rules and Regulations.....	14
Safety and Health.....	44
Salary Schedules.....	52

33	Salary Grades for New	
27	or Revised Job Classifications.....	42
16	Schedules (Hours and Overtime).....	31
16	Seniority.....	20
41	Shift Differential Pay.....	21
27	Shift Work Schedules (Hours and Overtime).....	51
27	Show-Up Time (Hours and Overtime).....	33
39	Sick Leave.....	35
39	Sick Leave Pay at Retirement.....	48
29	Stand-By Pay.....	50
1	Statement of Principle.....	35
14	Statements of Intent and Agreements.....	6
16	Stewards (Union Representatives).....	57
4	Steward Seniority (Seniority).....	16
44	Temporary Employees (Part-Time	20
19	and Temporary Employees).....	9
23	Term of Agreement.....	54
14	Termination Pay.....	26
26	Time Off for Death in Family.....	29
35	Time Off to Handle Grievances	17
17	(Union Representatives).....	31
2	Tools and Equipment.....	43
14	Training for Skills Improvement.....	23
38	Trial Period (Promotions and Transfers).....	21
5	Transfers (Promotions and Transfers).....	6
22	Union Recognition.....	16
	Union Representatives.....	16
	Union Stewards (Union Representatives).....	16
	Vacation for Emergency (Vacation).....	48
	Work by Supervisors, Foremen or	10
	Comparable First-Line Supervisors.....	28
	Work-Out-of-Classification.....	

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING, made and entered into this 1st day of January, 1998, by and between the MEMPHIS LIGHT, GAS AND WATER DIVISION, hereinafter referred to as the "DIVISION" and LOCAL 1288 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, affiliated with the American Federation of Labor and the Congress of Industrial Organization, hereinafter referred to as the "UNION."

WHEREAS, certain employees of the Division have designated the Union as their representative to deal with the Division in matters pertaining to wages, working conditions, and all other conditions of employment, and

WHEREAS, the City of Memphis, Tennessee, owns and operates its electric, gas and water systems and is engaged in supplying services to its schools, parks, playgrounds, streets, hospitals, public buildings, and in serving the public, these services being vital to the public health and welfare, and

WHEREAS, the Board of Commissioners was created to administer the affairs of the utility systems and the exclusive management, control and operation of said systems was imposed upon said Board of Commissioners, with the exclusive authority to engage, determine the number of, and fix the duties and salaries of all employees, and

WHEREAS, for the purpose of facilitating orderly and prompt settlement pertaining to wages, hours, working conditions, other conditions of employment, and grievances affecting these employees, this Memorandum of Understanding is made and constitutes the entire agreement between the Union and the Division.

ARTICLE 1**Statement of Principle**

The Division and the Union have a mutual interest in providing low cost and reliable service to the public which the Division serves. In recognition of the mutual responsibility in attaining this end, and believing that all will benefit by harmonious relations and by adjusting any differences through rational, common sense methods, the Division and Union enter into this Memorandum of Understanding in an effort to provide conditions of employment suitable to maintain a competent work force providing uninterrupted service to the public.

ARTICLE 2**Union Recognition**

The Memphis Light, Gas and Water Division, City of Memphis, hereby recognizes Local Union No. 1288 of the International Brotherhood of Electrical Workers, AFL-CIO-CLC, as the designated representative of non-supervisory employees of the Division for the purpose of negotiations on wages, hours, working conditions and all other conditions of employment to the full extent provided by the applicable laws of the City of Memphis and the State of Tennessee.

While the recognition herein is not intended to constitute exclusive recognition, it is the policy of the Division that no other labor organization shall be recognized unless they be designated by a majority of the non-supervisory employees.

It is mutually agreed there shall be no limitations or restrictions on the right of any employee to belong to the Union or to refrain from belonging to the Union.

The terms and conditions of this Memorandum of Understanding shall apply only to employees as defined in Article 3 INCLUDED EMPLOYEES.

ARTICLE 3**Included Employees**

The classifications listed in this Article are those covered by the Memorandum of Understanding.

See list on Pages 61 - 79

Any changes in this list relative to classification titles or new or changed classifications, job numbers, line of progression status, or pay grades, will be sent to the Union office, and an updated total listing will be prepared for the Union on a quarterly basis unless there have been no changes in the current quarter.

The Union will be advised of any new job classifications. With respect to such new job classifications, the Union Business Manager and the Manager of Labor Relations shall meet and discuss the categories and tests for excluding job classifications in an effort to reach agreement.

If agreement cannot be reached, the Union Business Manager may file a Union grievance with the Manager of Labor Relations and if necessary, pursue such a grievance directly to arbitration.

1. **PROFESSIONAL EMPLOYEES.** Employees whose work is predominantly intellectual in nature and varied in character as opposed to routine manual, mechanical or physical, and involves consistent exercise of discretion and judgment. Requiring knowledge of an advanced type in a field of science or learning customarily acquired after prolonged course of study, specialized training or study in an institute of higher learning, or learned on the job and performing such work.

2. **SECURITY PERSONNEL.** Watchmen and Guards.

3. **EXECUTIVE AND CONFIDENTIAL SECRETARIES.** Secretaries who work for the President of the Division and executive management members down through the level of Manager or equivalent.

4. CONFIDENTIAL EMPLOYEES. Confidential employees are those individuals whose departmental responsibilities or normal activities in connection with the personnel, fiscal, or other matters affecting collective bargaining relations give them access to confidential data with respect to such matters.

All Personnel Department, Payroll Department and Labor Relations Department employees are considered as Confidential employees.

5. SUPERVISORS. Any individual having authority in the interest of the Division to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibility to direct them, or adjust their grievances, or to effectively recommend such action provided that such authority is not merely routine or of a clerical nature and requires the use of independent judgment. (Present criteria for determining supervisory status shall continue unless altered elsewhere in this Memorandum of Understanding.)

6. PART-TIME AND TEMPORARY EMPLOYEES. See Article 4. If the Union Business Manager is in disagreement with the exclusion as determined by the above definitions, he/she may file a Union grievance with the Manager of Labor Relations and if necessary pursue such a grievance directly to arbitration.

ARTICLE 4

Part-Time and Temporary Employees

A. PART-TIME EMPLOYEES

1. All part-time employees are excluded from coverage of this Memorandum of Understanding.

2. Part-time employees are those employees who are employed to work less than forty (40) hours a week on a regular basis, excluding any necessary overtime.

3. Part-time employees will be hired as needed by the Division; however, part-time employees will not be hired for the purpose of avoiding hiring of full-time employees.

4. In the office areas it is not the intent of Management to work part-time employees on overtime until the overtime has first been declined by those regular employees on duty who normally perform the work.

5. In the field areas it is not the intent of Management to work part-time employees on overtime unless the regular employees who normally perform the work are unavailable.

6. Part-time employees are not entitled to employee benefits such as insurance, pensions, or pay for time off except as a result of occupational injury.

7. Part-time employees will be considered as new job applicants on jobs for which they apply.

B. TEMPORARY EMPLOYEES

1. All temporary employees are excluded from coverage of this Memorandum of Understanding.

2. Temporary employees are those employees who are employed to work full-time but for a limited time period, not on a permanent basis. This includes but is not limited to co-op students, temporary office help, and summer employees.

3. Temporary employees will not be hired for the purpose of avoiding hiring of permanent employees, but may be hired for specific needs not of a permanent nature. Co-op students will perform bargaining unit work only with bargaining unit employees.

4. In the office areas it is not the intent of Management to work temporary employees on overtime until the overtime has first been declined by those regular employees who normally perform the work.
5. In the field areas it is not the intent of Management to work temporary employees on overtime unless the regular employees who normally perform the work are unavailable.
6. Temporary employees will not be used to avoid the utilization of qualified regular employees within the Area on work-out-of-classification.
7. Temporary employees will not take part in planned overtime but may work if they are part of a crew which works overtime to complete a job.
8. Temporary employees are not entitled to employee benefits such as insurance, pensions, or pay for time off except as a result of occupational injury.
9. Temporary employees will be considered as new job applicants on jobs for which they apply.

The Union will be provided with a monthly list of all temporary employees, defining the category and initial hire date of each.

ARTICLE 5

Work by Supervisors, Foremen or Comparable First-Line Supervisors

Supervisors shall not perform work which is normally done by employees covered by this Memorandum of Understanding. The Division reserves the right, however, to have all its first-line supervisors and foremen do such work as may be necessary on their part to properly fulfill functions as supervisors. This includes the responsibility of organizing their crews for the greatest efficiency, which may or may not require certain manual tasks, assisting and doing such work as may be required to get a job properly organized and started, which shall be limited to necessary clerical work, teaching, instructing, and demonstrating proper techniques and methods, layout work, developmental and experimental work, work incidental to devising new or

- improved methods and techniques, emergency work and work incidental to checking and trying out tools, equipment or methods.
- Emergency work under this Article shall mean:
1. Work necessary to protect the safety of persons, equipment or property, or,
 2. Work necessary to maintain or restore service to customers in the absence of qualified non-supervisory personnel, if a reasonable effort has been made to secure such qualified personnel after the condition is reported.
 3. The circumstances surrounding the urgent necessity to perform the work shall determine whether the supervisor shall perform the work. The presence or absence of qualified non-supervisory personnel shall not be the determining factor in defining the emergency.
 4. If problems of interpretation of the above occur because of a supervisor's action, such problems shall be discussed by the Business Manager of the Union and the Manager of Labor Relations in an attempt to resolve them.

ARTICLE 6

Non-Discrimination

There shall be no discrimination, coercion, threats or intimidation by the Division or the Union against any employee because of sex, marital status, race, religion, national origin, age, disability, veterans status, political affiliation, membership or non-membership in the Union, or because any employee chooses to use the grievance and/or arbitration procedures provided in the Memorandum of Understanding.

The intent expressed in this Non-Discrimination Article takes precedence over any other provision in the Memorandum of Understanding.

"Employee" as used in this Agreement or use of the male gender in this Agreement shall be construed as including female. The parties recognize the need for compliance with the Americans with Disabilities Act.

ARTICLE 7**Division Responsibility**

It is understood that nothing herein shall require the Board to do anything forbidden by, or refrain from doing anything permitted to be done by applicable law. Nothing in this Memorandum of Understanding shall be interpreted as abrogating the authority vested in the Board for the exclusive management, control and operation of the Division.

The Division has the exclusive right among others: to determine the purpose and duties of each of its departments; to set the standards of services to be offered to its customers; to enter into any contracts for Division business; and to exercise control and discretion over its organization and employees, so long as the determination does not violate this Memorandum of Understanding.

Included is the Division's right to direct its employees; to hire, promote, demote, transfer, assign or retain employees in positions and locations within any department; to select its managerial and supervisory employees; to establish work rules; to suspend, discharge or take other appropriate disciplinary action against its employees for just cause; to determine job qualifications and classifications; the number of employees required at any time; to relieve its employees from duty in the event of lack of work, funds, or for other legitimate reasons; and to determine work schedules, hours, and number of shifts; provided, however, that nothing contained in this Article shall be deemed to deny the right to submit a grievance concerning the application or interpretation of the terms of this Memorandum of Understanding or a claimed violation, misinterpretation or misapplication of the working conditions or rules and regulations of the Division affecting the terms and conditions of employment.

ARTICLE 8**No Strike-No Lockout**

During the term of this Memorandum of Understanding, the Union agrees that it shall not engage in, encourage or approve any strike, work stoppage, boycott or any other form of interference with continuous and peaceful operation of the Division and progress of the work.

If employees engage in any of the actions listed above, they shall be subject to disciplinary action, including discharge.

The Division agrees that it will not lock out any of the employees covered by this Memorandum of Understanding.

In case of any interruption of work, as described above, the Union will take every legal, affirmative step necessary to terminate the interruption of work.

Inasmuch as the Union does not claim the right to strike under any circumstances, it is agreed that all matters shall be settled according to Article 32, the Grievance and Arbitration Procedure.

ARTICLE 9**Bulletin Boards**

It is agreed that the Union may have reasonable use of Division bulletin boards for the posting of notices of meetings, elections, recreational and social functions. Other matters may be posted with the specific approval of the Manager of Labor Relations.

At no time shall the Union material occupy more than 50% of the space on a bulletin board.

ARTICLE 10**Probationary Period of Employment**

All new employees shall serve a probationary period of six (6) months exclusive of time away from the job. Bids will not be accepted during the probationary period.

During the period of probationary employment, an employee covered by this Memorandum of Understanding shall work under the conditions provided by this Memorandum of Understanding and receive not less than the minimum rate of pay for his/her classification.

The employee shall not be entitled to time off with pay for any reason except occupational injury during this period.

The employee shall accrue sick leave and vacation credit from date of employment but may not use either until after the end of the probationary period.

The employee's services may be terminated at any time during this period for any cause without recourse to the Grievance Procedure or appeal provided such cause of discharge is not in violation of the Non-Discrimination Article of this Memorandum of Understanding. Grievances of discharged probationary employees submitted on the issue of a violation of the Non-Discrimination Article of this Memorandum will not be challenged on the basis of arbitrability. The reasons for the termination shall be supplied to the employee, the Union Steward, and the Union Business Manager in writing and shall be subject to review by the Manager of Labor Relations if requested by the Union Business Manager.

ARTICLE 11

Rules and Regulations

The Union recognizes Management's final authority in making new rules and changing rules, however, such rules will not be made in an arbitrary or capricious manner.

Management recognizes the importance of informing employees about these matters as early as feasible, and it is the intent of Management to discuss these matters with affected employees in advance, if not prevented by circumstance.

Dues Deduction

ARTICLE 12

Employees of the Division may authorize payroll deductions for the purpose of paying Union dues. No authorization shall be allowed for payment of initiation fees, assessments or fines. The procedure which shall be followed by all employees in authorizing deductions of Union dues shall be for each employee to execute a written assignment in the form agreed upon.

The payroll deduction shall be revocable by a separate cancellation card provided by the Payroll Department of the Division and signed by the employee in the Payroll Department, or if the employee is physically unable to sign the waiver in the Payroll Department, by written notice, signed by the employee, (certified mail, return receipt requested) addressed to the Payroll Department. This revocation may be made during the month prior to the anniversary date of the implementation of this Memorandum of Understanding. The Union shall be promptly notified if the cancellation card is used.

In the event the Union members vote to change Union dues, the Union shall notify the Division at least two (2) calendar weeks prior to the beginning of the pay period in which the new dues are to be deducted. The dues of both "A" and "BA" members shall be deducted 24 times a year in an amount certified by the Union and the aggregate deductions of all employees shall be remitted together with an itemized statement to the duly authorized representative of the Union within fifteen (15) days after such deductions are made. The Union will indemnify, defend, and hold the Division harmless against any claims made and against any suits instituted against the Division on account of payroll deduction of Union dues.

The Union agrees to refund to the Division any amounts paid to it in error on account of the payroll deduction provision upon presentation of proper evidence thereof.

The employee's earnings must be regularly sufficient after other legal and required deductions are made to cover the amount of the appropriate Union dues. When a member in good standing of the Union is in non-pay status for an entire pay period,

no withholding will be made to cover that pay period from future earnings. In the case of any employee who is in non-pay status during only part of the pay period, and the wages are not sufficient to cover the full withholding, deductions shall be made according to established priority. In this connection, all other legal and required deductions have priority over Union dues. Notification of dues not deducted because of an employee's non-pay status will be sent to the duly authorized representative of the Union as soon as it is possible to do so.

ARTICLE 13

Picket Lines

The Union and management shall discuss any problems arising from assignments of employees to cross picket lines on a case-to-case basis if there be a problem concerning such assignments. The parties agree to cooperate to resolve such problems if it is possible.

ARTICLE 14

Union Representatives

The Division recognizes and shall deal with the appropriate and accredited Union Stewards and Chief Stewards for their respective Areas or locations and appropriate steps in all matters relating to grievances that involve working conditions or the interpretation, application, or performance of the Memorandum of Understanding. One Steward and one Alternate will be recognized for each (Area) Supervisor; however, if this does not afford adequate representation, additional Union Stewards or Alternates may be authorized by the Manager of Labor Relations. Upon written request from the Union Business Manager, to represent employees of a specific section or sections of the department involved.

The Union shall designate twelve (12) of the above authorized Union Stewards to serve as Union Stewards in their Areas and Chief Stewards in one (1) of the following geographic locations or areas:

Administration Building.....	3
North Service Center.....	2
Orleans Street.....	1
Central Shops.....	1
Electric & Systems Operation Facility.....	1
Sheahan Pumping Station.....	1
Brunswick Road Service Center.....	1
Hickory Hill Service Center.....	1
South Service Center.....	1

As additional Service Centers are opened, one (1) Chief Steward will be authorized for each Center.

The Union shall furnish a written list of the Chief Stewards, Union Stewards and Alternates and designate the Areas and/or locations they have been selected to represent. Union Stewards shall represent only the Areas in which they are employed. Chief Stewards shall represent only geographical locations in which they are employed.

In the absence of the Union Steward, the Alternate can act in his/her place. In the absence of both the Steward and Alternate Steward, the Chief Steward in that geographic location may act as Steward. A Chief Steward may be authorized by the Manager of Labor Relations upon request from the Union Business Manager to act in the absence of another Chief Steward.

Union Stewards and Chief Stewards shall be granted necessary time off during working hours to handle and settle grievances in their respective Areas, locations and steps of the Grievance Procedure, without loss of regular pay. These matters will be handled at such times as will not interfere with orderly and efficient operations. Union Stewards and Chief Stewards shall request permission of their Supervisor when it is necessary to leave their work, as far in advance as possible. Permission to handle grievances and have time off will not be unreasonably delayed. Time keeping procedures in each Area will be strictly followed.

Upon election or appointment to the position of Union Business Manager or Assistant Business Manager, such employee(s), not to exceed three (3) employees will be transferred to the Labor Relations Department.

Upon leaving the Union office, such employee shall be reinstated in his/her former classification and location if in effect and the employee is qualified to perform the duties of that position. The employee shall be deemed to have continued to accrue Division, occupational and classification seniority in his/her former position during his/her term in Union office. In the event there is no vacancy in his/her prior classification, the employee will displace the employee in that classification who has the least classification seniority unless the returning employee's classification seniority is lower than the incumbent's. The displaced employee may in turn use occupational seniority to displace another employee in his/her occupational line of progression.

If the returning employee's position or the displaced employee's position is no longer in effect or he/she is barred from displacing another employee under the previous paragraph, placement efforts will be made to find a comparable position for a three (3) month period. If a comparable position is not found, the employee will be placed in an available position and paid at the appropriate rate of pay for that classification.

Upon leaving the Union office, the employee's pay will be adjusted to the appropriate pay rate of the former classification.

The Union Business Manager and/or Assistant Business Manager shall be allowed access to the buildings and grounds of the Division for the investigation or handling of grievances and complaints provided that a Manager is present at any adjustment. However, the Union Business Manager and/or Assistant Business Manager shall notify the appropriate Manager prior to visiting any area or work site. If the participation of an employee is required, the Union Business Manager and/or Assistant Business Manager must get permission from the supervisor or crew leader at the work site.

ARTICLE 15

Discipline and Discharge

Oral discussion between Supervisors or Foremen and the employees under their supervision are routine for the purpose of correction as to procedure or method, instruction or explanation of the duties and responsibilities in their job.

When a direct oral reprimand becomes necessary that may lead to more serious disciplinary action, the reprimand shall be given in the presence of the Steward. If requested by the affected employee, if a difference of opinion arises between the employee and his/her Supervisor as to whether or not an oral discussion constitutes a reprimand, the employee may request the presence of the Steward. When the offense is serious enough or when it is a repetition of a prior offense, the reprimand may be put in writing and a copy given to the employee, the Steward and the Union Office. This written reprimand shall also be made a part of the employee's record in the Personnel Department.

If there are no repetitions of specific infractions within six (6) months, written reprimands will be considered cleared and marked as cleared in the employee's personnel record in the Personnel Department.

Suspensions, without pay, may be imposed by a Supervisor or higher authority when this will effect the necessary improvement in the conduct of an employee to prevent discharge. Suspensions shall be effective no sooner than the day following the day on which the offense occurs. Suspensions and the reasons shall be put in writing and supplied to the employee, the Steward and the Union Office.

The Division shall have the right to discharge any employee for just cause. If requested, the discharged employee will be granted a hearing by his/her Manager in the presence of the Steward. The reason for such discharge shall be put in writing and given to the employee and the Union Business Manager.

Appeals of written reprimands and suspensions may be taken up at the second step of the Grievance and Arbitration Procedure and carried through as many steps as deemed necessary. Discharges may be appealed directly to Step 3.

Any employee whose reprimand, suspension or discharge is found to be wholly unjustified shall have his/her record cleared of said offense, shall be reinstated and compensated in full for all lost time, and have restored all other rights and conditions of employment.

ARTICLE 16

Seniority

The Division and the Union accept the principle of employee seniority as herein defined and applied in the Memorandum of Understanding.

Division seniority is defined as continuous length of service since latest date of employment as a regular full-time employee. Occupational seniority is defined as accrued service time in an employee's occupational line of progression as a regular full-time employee.

Job classification seniority is defined as accrued service time in any employee's current job classification extending beyond but including the trial period.

Each employee shall accumulate seniority Division-wide and in his/her occupational line of progression and job classification. Stewards appointed by the Union shall have seniority during such appointment over the other employees in their department in the event of a layoff or reduction in force, subject to the qualifications and capabilities of the Stewards to fill the remaining jobs.

The seniority of an employee will be broken under the following conditions and when so broken such employee shall be for all purposes considered a new employee if and when retired:

1. Resignation or other voluntary termination of employment.
2. Discharge.
3. Failure to report to work after layoff within ten (10) days after the Division gives the employee written notice to return to work and failure to notify the Division of his/her intention to return to work within five (5) days after such notice is given. Such notice shall be deemed to have been sufficiently given if sent to the employee by registered or certified mail addressed to the last address furnished to the Personnel Department of the Division.

4. Layoff without recall to work within one (1) year from the date of such layoff.
5. Does not return at the end of approved leave of absence. Where an employee has established seniority privileges in a job classification covered by the Memorandum of Understanding and is transferred or promoted to another position which is not covered by the Memorandum of Understanding, and such employee is later restored to a covered position, such employee shall be deemed to have retained, but not accumulated seniority, during said period outside the covered classification.

Subject to the needs of the department, department heads should use the principle of seniority in making selections from within classifications for assignments to locations and shifts. Where there is an agreed upon occupational line of progression, occupational seniority shall be used. Where there is no occupational line of progression, job classification seniority shall be used.

An employee who promotes or transfers to another classification shall be deemed to have continued to accrue seniority in his/her former classification and/or occupational line of progression for the prescribed trial period if the employee subsequently fails to satisfactorily perform in the new classification.

Seniority lists will be maintained on all three types of seniority and will be updated quarterly and will be posted on bulletin boards.

In instances where there are disputes regarding the order of employees on seniority lists such disputes will be mutually resolved by agreement between the Manager of Labor Relations and the Union Business Manager.

Any employee who objects to his/her standing on seniority lists should protest during the thirty (30) days from the date of original posting.

ARTICLE 17

Promotions and Transfers

It is the policy of the Division that senior qualified employees of the Division shall be considered for promotion or transfer to new positions and to vacancies in jobs covered by the Memorandum of Understanding prior to considering applicants from outside the Division. However, employees must complete the

probationary period for new employees prior to submitting bids for positions filled through the bid procedures.

Employees will be considered for promotions as follows:

1. For openings in occupational lines of progression above entry level, in the following order:
 - a. Employees in the next preceding classification or classifications in the line of progression.
 - b. Employees in other preceding classification or classifications in the line of progression indescending order.
 - c. All employees covered by this Memorandum of Understanding, except as may be provided by law.
2. For all other openings: All employees covered by this Memorandum of Understanding, except as may be provided by law.

All job openings are to be filled by the use of the bid procedure except those openings above the entry level in lines of progression, as in (1.) above.

The following factors shall be considered in making selections:

- a. Seniority: on bid jobs including entry jobs in the lines of progression- Division seniority; on jobs in occupational lines of progression- occupational seniority.
 - b. Qualifications, including training, experience, competence and service record.
- Seniority shall be the determining factor when qualifications are sufficient and relatively equal.

Bid Procedure.

Positions will be posted and bids accepted by one (1) of three (3) methods:

1. **PERMANENT POSTING:** Positions on this list are ones which are difficult to fill within the Division. These positions remain on the board permanently. Bids will be accepted at any time for these positions. A list will be kept from which subsequent openings can be filled.

2. **PREBID POSTING:** Positions on this list are generally ones with high turnover. Positions on prebid postings will be posted two (2) times a year for eight (8) days. A list will be kept from which subsequent openings can be filled. Prebid positions will be reposted whenever the list gets short. An employee may bid on a limited number of the prebid postings per year. For every five (5) positions on the prebid list, an employee will be allotted one bid. If an opening cannot be filled from a prebid list, the position will be posted for eight (8) days.
3. **VACANCY POSTING:** Positions on this list are ones which are posted as a vacancy occurs. Positions will be posted for each vacancy for eight (8) days. Employees may bid on each posting to be considered. An employee may bid on twenty (20) of these positions per year.

If qualified bidders are not available for positions on these postings, the Division will fill the position from any available source.

The determination of the type of posting for each classification will be made by agreement of the Union Business Manager, Personnel Manager and Labor Relations Manager. If agreement cannot be reached, the position will be posted using the vacancy posting.

Application forms with instructions will be available in each area of the Division. Necessary information regarding the positions will be stated on the posting notices, along with the minimum qualifications necessary to meet the job requirements. Copies of all posting notices will be sent to the Union Business Manager.

After notification and acceptance of a new position, the employee's pending bids will be voided and the employee will not be considered for further openings for a period of six (6) months. This restriction refers only to positions received through the bid procedures or openings to be filled through the bid procedures.

General:

Persons promoted or transferred shall be allowed a trial period to prove their ability to perform their new duties; however, no employee will be expected to be at peak proficiency or production within this trial period. Trial periods will be as follows:

Grades I-V	Three (3) months
Grades VI-IX	Four (4) months
Grades X-XV	Six (6) months

During the first two weeks of the trial period, the employee may opt to return to his/her old classification by request to the Personnel Department.

Training and assistance will be provided to assist the employee in learning his/her new duties. If found unable to perform his/her new duties, the employee will be returned to his/her old position or a comparable one at the appropriate rate of pay. In this event, the next selection for the position will be from the qualified applicants of the original bid list.

Any employee returning to his/her old position after a trial period may be considered again for promotion when a suitable opening occurs.

Once an employee has been selected for promotion, the employee shall be released from his/her present position as soon as is reasonably feasible; however, in all cases, the employee will be reclassified to his/her new classification no later than one (1) month from the date of his/her original selection. If a seniority question arises due to reclassification, the Union Business Manager and the Manager of Labor Relations will meet to resolve the problem on a case-by-case basis.

An employee who is promoted will receive the proper increase as of the effective date of the promotion.

Any employee who transfers laterally within his/her line of progression will retain his/her anniversary date established in the previous job classification provided employee can perform the work of the new classification.

Grievances on promotions or transfers shall be submitted to the Manager of Labor Relations not later than fifteen (15) days after the employee is notified of the name and seniority of person selected for the vacancy.

An employee who is a successful bidder on a job and who would have received a merit step increase within one month after the date of his/her promotion, will receive his/her promotion pay adjustment based on his/her pay rate after the step increase.

When an employee is partially disabled, he/she may be considered for a job more suitable without the use of the above procedures with approval of the Union Business Manager and the Labor Relations Manager.

- The following information will be furnished to the Union:
1. A list of all bid applicants and their seniority.
 2. The name of the successful bid applicant and his/her seniority.

Upon request, the qualifications of the successful bid applicant will be furnished to the Union Business Manager.

ARTICLE 18

Layoff or Reduction In Force

In the event of a layoff or reduction in force, employees will be laid off or reduced in force in accordance with Division seniority within the classification and department where layoff or reduction in force occurs.

Any employee subject to layoff in excess of two (2) weeks or a reduction in force under the above provision may exercise his/her Division seniority to displace an employee with the least Division seniority in the last classification in which the employee subject to a reduction in force previously worked. If otherwise qualified to perform the duties of that classification. An employee may only displace an employee with less Division seniority. An employee who displaces an employee in a lower classification shall be paid at the appropriate rate for the classification in which he/she displaces.

Recall shall be in inverse order of layoff. If vacancies occur outside the laid-off employees' classification, they may be considered to fill such vacancies if qualified. If they accept a new position outside their former classification, they shall be paid a salary appropriate to the new position.

It is the policy of the Division to avoid separating permanent employees as a result of reorganization, the elimination of job classifications or other reduction in force. A reasonable effort will be made to place employees in available jobs before they are permanently separated as a result of reduction in force.

Employees laid off due to reduction in force or on account of lack of work will receive termination pay as provided in Section B of the Termination Pay Article.

If a layoff becomes imminent, the matter will be discussed fully with the Union and facts relative to the layoff will be made available upon request.

During the term of this Agreement, the Division will not contract out or subcontract the work now being done by present employees covered by this Agreement unless substantial savings are effected for the general public.

ARTICLE 19**Termination Pay**

- A. A permanent hourly or salaried employee who resigns or who is discharged will be paid for actual time worked, vacation days accrued in the current vacation year, unused vacation allowance for the current year and accrued bonus days.
- B. A permanent hourly or salaried employee laid off due to reduction in forces, or on account of lack of work, will be paid for actual time worked, for unused vacation allowance and for a severance allowance of two (2) weeks in any twelve-month period at his/her regular base rate. If the employee is returned to work in the current or next calendar year, he/she shall not be eligible for any further vacation in either year, as the severance allowance which was paid is considered by the Division to be equivalent of a prepayment of vacation.
- C. A permanent hourly or salaried employee who dies will continue on payroll through the payroll period in which he/she dies and will be paid at his/her regular base rate of pay, provided the employee was entitled to receive pay other than severance allowance for part or all of the payroll period. The employee's survivors or estate shall be paid the compensation, including pay for accrued unused vacation and bonus days, otherwise due him/her.
- D. A temporary hourly or salaried employee who resigns, who is discharged, or who is laid off will be paid only for actual time worked. In case of death, the employee's earnings on the same basis shall be paid to his/her survivors or estate.
- E. Upon presentation of authorized induction papers, a permanent employee entering the Armed Services of the United States Government will be paid for actual time worked, vacation days accrued in the current vacation year, unused vacation allowance for the current year and accrued bonus days.

- F. Under normal circumstances, an employee who is retiring shall give the Division one month's notice. The employee is normally expected to be at work during this one month's notice. The employee shall be separated from the regular payroll on the last day he/she works. The next day will be the effective starting date of the employee's retirement. The employee's last check will include actual time worked, vacation days accrued in the current vacation year, unused vacation allowance for the current year, bonus days accrued and sick leave pay at retirement. This check will be given to the employee within two (2) weeks from the date of retirement.

ARTICLE 20**Pensions**

The benefits presently enjoyed by employees covered by this Memorandum of Understanding shall not be reduced during the term of this Memorandum of Understanding.

ARTICLE 21**Insurance**

The benefits presently enjoyed by employees covered by this Memorandum of Understanding shall not be reduced during the term of this Memorandum of Understanding.

Benefits provided and the division of premium costs will be negotiated at the same time as other economic factors during negotiations for a new term of the Memorandum of Understanding unless otherwise agreed upon.

Sixty (60) days before implementing a premium increase, the Division will meet with the Union for the purpose of discussing and / or agreeing to cost containment or other modifications that would decrease or eliminate the need for the increase.

Additional time off with pay, as approved by Department Head, shall be granted for travel to cities more than 500 miles from Memphis.

Department Head may grant up to four (4) hours time off with pay to attend the funeral of a fellow employee as long as this does not unduly affect the operation of the department.

Additional time may be granted as leave without pay or as vacation when justified by circumstances.

ARTICLE 24

Jury Duty

Employees shall be paid for necessary time off while serving on a regularly constituted Grand Jury or Petit Jury or when subpoenaed to appear as a witness in court or before a Grand Jury.

Employees working on shifts other than day shifts shall be moved to a day shift job for their tenure on the jury panel. If an employee is required to report for jury duty for three (3) hours or less in any given day, he/she shall report to work that day. If an employee is required to report for jury duty for more than three (3) hours in any given day, he/she shall be excused from work that day. When released for one (1) or more entire days during his/her tenure on the jury panel the employee shall report to work on such days it scheduled to work. At the conclusion of jury service the employee will assume his/her normal shift hours.

Employees shall not be required to remit to the Division any part of their pay as a juror as long as they abide by the foregoing rules.

ARTICLE 25

Military Service

Permanent employees leaving the Division employment for active duty in the Armed Services will be reinstated in the same or a comparable job if they report for work as soon as discharged but not later than ninety (90) days after discharge.

Employees who are members of a reserve component of the Armed Forces of the United States, including members of the Tennessee Army and Air National Guard, will be paid their regular Division salary during the time of their training leave of absence, not to exceed fifteen (15) working days in one calendar year.

ARTICLE 26

Tools and Equipment

Present Division practice of providing tools and equipment shall continue during the term of this Memorandum of Understanding. Both the Union and Division agree that employees must show a responsible attitude toward maintaining all tools and equipment.

ARTICLE 27

Hours and Overtime

General:

1. **Scheduled Work Week.** A scheduled work week shall consist of five (5) consecutive days when possible, each workday shall normally be eight (8) consecutive hours, exclusive of time allowed for lunch. The work week may be any five (5) days in a calendar week.
2. **Scheduled Days Off.** An employee's two (2) scheduled days off shall be consecutive when possible. For pay purposes, the determination of first and second days off shall depend upon the chronological order of occurrence of the two (2) scheduled days off as they are established within the calendar week, Sunday through Saturday.
3. **Coffee Break/Rest Period.** Employees will be granted one (1) paid break or rest period of not more than fifteen (15) minutes in each four (4) hour period of regular or overtime hours worked.

4. **Overtime Limit and Rest Periods.** An employee will not normally be required or permitted to work more than sixteen (16) hours, either continuously or cumulatively, in a twenty-four (24) hour period. This twenty-four (24) hour period will begin at the starting time of any work period.

Distribution or Operations Department construction or maintenance crew members (not to include Electric Distribution Department trouble shooters) who have worked sixteen (16) consecutive hours will be granted a ten (10) hour off duty period. When needed, the employee may elect to return after eight (8) hours off duty; however, any remaining time worked within his/her earned rest period will be compensated at a double time rate.

In case of an emergency, an employee may be authorized to continue to work beyond the sixteen (16) hour work period if the employee is physically able and willing to continue a job. However, the additional time after sixteen (16) hours shall not exceed two (2) hours.

All emergency overtime of six (6) hours or longer, cumulative or continuous in the twelve (12) hours preceding a regular shift, shall be preceded by, or followed by, a continuous ten (10) hour off-duty period. Any hours in the rest period which overlap with the employee's regularly scheduled workday will be compensated at the straight time rate. Paid rest time shall be considered the same as time worked for the purpose of determining when overtime starts in a regularly scheduled workday.

In the event an employee has not completed his/her ten (10) hour rest period, the employee shall not be required to report for his/her next regular work period until the ten (10) hours have elapsed. When needed, the employee may elect to return after eight (8) hours off duty; however, any remaining time worked within his/her earned rest period will be compensated at a double time rate.

If there remain four (4) hours or less in the employee's regular work period at the end of the ten (10) hours rest period, the employee shall not be required to report for work unless the emergency still exists. If more than four (4) hours remain in the employee's regular work period at the end of his/her rest period the employee shall report to work.

An employee may be released by his/her Supervisor from work for a rest period not otherwise provided for, as need dictates during the employee's regularly scheduled forty (40) hour work week, and shall be paid at his/her straight time rate for such regularly scheduled hours.

5. **Overtime Lists.** Current overtime lists will be posted on all bulletin boards.

6. **Saturday and Sunday Construction Work.**

Construction Work performed on Saturday and Sunday will be kept to a minimum consistent with the requirements of serving the customers. It is not the intent of the Division to perform routine construction on Saturday and Sunday.

Shift Work Schedules:

Employees covered by this section are those employees whose work hours are dictated by a shift work schedule.

1. In departments where prepared, work schedules should be posted at least one (1) month in advance.
2. The Division will make all efforts to give a minimum of one (1) week's notice prior to any change in employee's work schedules. Changes made with less than four (4) calendar days notice should not be made to avoid working employees on overtime.
3. No employee should normally be scheduled to work more than eight (8) straight-time hours in any twenty-four (24) hour period but in no case shall an employee be scheduled to work more than eight (8) straight-time hours in any consecutive sixteen (16) hour period.
4. An employee's two (2) scheduled days off shall be consecutive when possible.
5. Although it is recognized that the requirements of shift work may necessitate working more than five (5) straight-time days consecutively, all efforts should be made to avoid such scheduling.

Overtime Payment:

1. Time and one-half for all time worked in excess of eight (8) hours in one day or forty (40) hours in one (1) calendar week.
2. Time worked in excess of sixteen (16) hours in any twenty-four (24) hour period shall be paid at two (2) times the straight-time rate.
3. Whenever an employee is required to work on a holiday, the employee shall be paid two (2) times his/her regular rate of pay for such hours worked.
4. Employees will be eligible for double-time pay on one (1) day per calendar week except as provided for in 2 and 3 above.
 - a. An employee who is normally scheduled off on Sunday will be paid double-time or two (2) times his/her regular straight-time rate for any hours worked on Sunday. Any overtime on another day in the calendar week will be paid at one and one-half times his/her straight-time rate for the hours worked.
 - b. An employee who works on a shift crew in the Electric, Gas or Water Distribution departments will be paid double-time or two (2) times his/her regular straight-time rate for any overtime hours worked on Sunday. Any overtime on another day in the calendar week will be paid at one and one-half times his/her straight-time rate for the hours worked.
 - c. An employee who works a shift with off-days which do not include Sunday will be paid double-time or two (2) times his/her regular straight-time rate for any hours worked on his/her second off-day. Any overtime on another day in the calendar week will be paid at one and one-half times the employee's straight-time rate for the hours worked.
5. Overtime shall be distributed on an equitable basis among the employees of a given classification who normally perform the work in the department affected insofar as possible. Overtime lists will be utilized in making selections for employees to work overtime.
6. There shall be no duplicating or pyramiding of overtime.

Show-Up Time:

An employee who reports for work at his/her regularly assigned time and who has not been notified in advance not to report shall be paid a minimum of two hours straight time pay.

ARTICLE 28**Call-Out Pay**

Time for emergency overtime will start when an employee is called to report for work. It is understood that employees called out for emergency overtime in accordance with this article will report to the reporting site within a reasonable time after having been called out and will be paid only for reasonable reporting time. The Union will cooperate with the Division to the fullest extent to ensure that employees do report within a reasonable time when called out. This provision shall not apply to an employee called to work a regular shift not his/her own.

Minimum call-out time for either planned or emergency overtime will be four (4) hours at the applicable rate except when overtime immediately precedes or follows a regular workday. "Immediately follows," as used in the preceding sentence, shall be interpreted to mean that the employee will not be paid minimum call-out time if called prior to the employee's leaving his/her regular reporting place or area after his/her regular working hours.

An employee called out more than once in any eight (8) hour period is entitled to only one four (4) hour minimum.

An employee who is responsible for calling out a crew but is unsuccessful will be paid for 30 minutes of overtime at the applicable rate.

ARTICLE 29**Stand-By Pay**

Employees assigned to stand-by duty shall abide by their applicable rules related to this duty and be readily available during such times.

Employees shall be paid two (2) hours at the straight-time rate for each eight (8) hours or major part of eight (8) hours in each stand-by period. This time shall not be counted as time worked for the calculation of overtime. This pay shall be in addition to any pay for work when called out. If an employee fails to abide by the applicable rules or is not readily available the employee shall forfeit his/her stand-by pay.

Employees who are assigned to stand-by and are required to report to work shall be paid at the applicable straight-time or overtime rate.

Stand-by duty shall be rotated among eligible employees as far as is practical.

If employees who are on stand-by are properly equipped and qualified they will be the first called when an emergency arises.

ARTICLE 30

Incident Weather

Employees shall not be required to work outside during inclement weather except in cases of emergency or when required to maintain or restore service to customers. Emergency is understood to mean those cases that could not be foreseen or postponed. When emergency work is required during incident weather, the Division shall provide suitable equipment for the employee's protection.

Employees shall be paid their regular rate of pay for their normal scheduled hours of work during incident weather and will not be rescheduled to another shift on the first day, but may be rescheduled on succeeding days. However, employees will be assigned other productive work inside or required to stay at a designated place in case conditions permit them to return to work.

Meter Readers are excluded from coverage under Article 30-Incident Weather.

ARTICLE 31

Authorized Leaves

Employees may be granted leaves of absence without pay of no more than five (5) working days upon written request endorsed by their Department Head and approved by their Vice-President. Employees may be granted leaves of absence without pay in excess of five (5) working days upon written request endorsed by their Department Head and approved by the Board.

An employee who is designated as a delegate to a conference or convention of the Union or an officer of the Union who may be required to transact business for the Union which temporarily requires his/her absence from duty, upon written application twenty-four (24) hours in advance, may be allowed necessary time off to transact such business without pay. If in the opinion of the Board such leave will not unduly interfere with progress of the work.

Up to four (4) members of the Union Negotiating Committee will be allowed time off with pay when negotiations occur during their regular working hours.

Employees on authorized leave shall continue to accrue seniority and may if they elect participate in the Division's insurance program at their own expense.

Sick leave and pension benefits accrued and not taken prior to the beginning of an authorized leave of absence shall be frozen and reinstated upon the employee's return to work.

The parties will comply with the Family and Medical Leave Act (FMLA).

ARTICLE 32

Grievance and Arbitration Procedure

Nothing in this Memorandum of Understanding shall be construed to prevent employees from representing and adjusting their own grievances, at any step, without the assistance or presence of a Union representative, provided no adjustment shall be inconsistent or in conflict with the terms of this Memorandum of Understanding, and provided further that the Union shall be given a copy of the disposition at every step.

Should any difference arise affecting the working conditions, or interpretation, application or performance of the terms or provisions of this Memorandum of Understanding, such difference shall be handled in a simple and direct manner. The Union and the Division agree that grievances should be settled in an orderly, prompt and equitable manner which will maintain the self respect of all parties involved and be consistent with the terms of this Memorandum of Understanding. Every effort will be made by the Union and Division to settle grievances at the lowest steps of the grievance procedure. It is the intent of the Union and the Division to attempt to resolve all grievances within the first three (3) steps of the grievance procedure, understanding that arbitration is intended only as a last resort. The following procedure shall be followed through as many steps as necessary to reach an understanding.

Employee witnesses may be called to the grievance hearings, without loss of regular pay, for the purpose of presenting or verifying evidence at Steps 1, 2 and 3.

Grievances involving discharge, suspension, promotion or demotion shall be filed in writing at Step 3 within fifteen (15) calendar days of the occurrence.

STEP 1. Oral discussion will be utilized at Step 1 to encourage a cooperative and direct resolution of differences. The employee and/or steward shall discuss such differences with the Area supervisor within five (5) calendar days of the occurrence. The employee and/or steward will inform supervision that these discussions are the first step of a potential grievance and provide information necessary for its resolution. The supervisor shall

give an oral answer within three (3) calendar days after the discussion with the employee and/or steward. Any decisions reached at Step 1 will not be considered as a precedent and shall be applicable to that grievance only.

STEP 2. If no settlement is reached at Step 1, a written grievance must be filed within fifteen (15) calendar days of the occurrence with the Department Manager. The grievance must state that discussions were held at Step 1. If oral discussions have not taken place, the matter will be referred to Step 1. In order to be processed at Step 2, the written grievance must contain the following information:

- a. Specific article violated or alleged violation of the Memorandum,
- b. Description of the violation,
- c. Proposed remedy.

Within five (5) calendar days after receiving the grievance, the Manager will schedule a meeting with the employee, Area Steward, Chief Steward and appropriate supervision in an effort to settle the grievance. The Manager will give a written decision within three (3) calendar days after the Step 2 hearing.

STEP 3. If no settlement is reached at Step 2, then within five (5) calendar days from the answer of the Department Manager, the matter may be referred to the Manager of Labor Relations. A meeting will be scheduled within twenty-one (21) calendar days from the referral to Step 3 with the Manager of Labor Relations and/or a designated representative, the Union Business Manager and/or a designated representative and the employee for the purpose of adjusting the grievance to the satisfaction of the parties. At the request of the Union, the following may be included in the hearing: Chief Steward, Area Steward, witnesses with direct knowledge of the case and a Neutral party. At the request of Labor Relations, the following may be included in the hearing: Department Manager, Area Supervisor, witnesses with direct knowledge of the case and a neutral party.

Hearings involving discharges will be scheduled within ten (10) calendar days from referral to Step 3. Hearings involving suspensions, promotions, and demotions will be scheduled within fifteen (15) calendar days from the referral to Step 3.

If the parties are unable to resolve the grievance at the hearing phase of the meeting, the parties present in the meeting will be reduced to the following: Manager of Labor Relations and/or designated representative and the Union Business Manager and/or designated representative. If the hearing included a neutral party from management and/or the Union, such party will be included in this meeting. Every effort will be made by this group to review the facts objectively and to dispose of the grievance. Any agreement reached will be the final disposition of the grievance.

If the Manager of Labor Relations or his/her designated representative is unable to state a position for the Division at this meeting, the meeting will be adjourned. The Manager of Labor Relations will provide an answer in writing to the Union within fifteen (15) calendar days of the adjournment.

STEP 4. The following procedure shall be used in arbitration: Within thirty (30) days from the written notice in Step 3, the grieving party shall initiate a request, which shall be joint or separate, to the Federal Mediation & Conciliation Service to submit a panel from which the arbitrator shall be chosen by the parties. The grieving party, within twenty-two months from date of appeal, shall provide written notification of a decision to select an arbitrator. The grieving party shall be given the first opportunity to strike the name of one of the arbitrators contained in the list. The other party may then proceed to strike a name with this procedure being continued until one name remains. The person whose name remains shall be designated as the arbitrator. Within seven (7) days of the designation of an arbitrator, the parties shall jointly or separately communicate with such arbitrator for the purpose of establishing a date for an arbitration hearing and the parties shall thereafter move expeditiously to set the date of the hearing. The parties recognize the need for resolving grievances as soon as possible and must fully cooperate in this endeavor.

The arbitrator shall set a hearing date as expeditiously as possible and full opportunity shall be given both parties to be heard and to examine and cross-examine witnesses and offer other evidence. The arbitrator's decision shall be in writing to the parties.

It is the intent of the parties to preserve such rights of appeal as employees may have possessed prior to the effective date of this Memorandum of Understanding and it is not the intent of the parties, through this Grievance and Arbitration Procedure, to diminish the authority vested in the Board.

The arbitrator's jurisdiction shall be limited to questions, grievances or disputes involving the working conditions, or interpretation, application or performance of specific provisions of this Memorandum of Understanding. He/she shall have no authority to set policy or to add to, subtract from or change any terms of this Memorandum of Understanding.

Each party shall bear the expense of preparing and presenting its own case. The cost of the arbitrator's services and any other expenses incidental to the arbitration shall be borne equally by both parties. The Division will grant time off without loss of regular pay to a maximum of five (5) Union participants which are the involved Stewards and/or grievants. Additional Union witnesses will be granted time off and will be paid for such lost time only if they actually testify at the arbitration hearing.

Grievances pending arbitration for twenty-four (24) months will be considered waived.

GENERAL: Under this grievance procedure, time starts to run on the next calendar day after the occurrence or answer. The time limits for grievance meetings at any step may be extended by mutual agreement of both parties in writing. The Union Business Manager may file a grievance at Step 3 of the Grievance and Arbitration Procedure. Such grievance shall be strictly limited to violations of specific provisions of the Memorandum of Understanding.

Employees will be unimpeded and free from restraint, interference, coercion, discrimination or reprisal from either party in seeking adjudication of their grievances.

It is understood that time is of the essence and that if a grievance is not timely filed or pursued at each step as provided herein, it shall be considered waived. If the Division does not respond within the time limits provided at any step, the Grievant may then refer the matter to the next step within the time limit provided from the date the answer is due.

Neither the Union nor its official representatives shall be held liable for the handling of grievances, including arbitration, when stewards or officers are not involved in the filing or handling of grievances of non-union employees.

Only grievances occurring on or after the effective date of this Memorandum of Understanding will be processed under this procedure.

ARTICLE 33

Salary Grades for New or Revised Job Classifications

When a new job classification is created or significant duties and responsibilities are assigned to or eliminated from an existing job classification, the Division will propose a rate of pay for such new or revised job classification to the Union. If the Union is agreeable to such rate of pay it will be put into effect immediately. If the parties cannot negotiate a mutually agreeable rate of pay, the Division may place the proposed rate of pay into effect and the Union may within fifteen (15) calendar days thereafter file a grievance protesting such rate. If a higher rate than that proposed by the Division is subsequently determined to be appropriate, it shall be made effective retroactive to the date of the formal grievance by the Union.

It is not the intent of the Union to claim new salary rates for jobs where insignificant changes have occurred, nor is it the intent of the Division to add duties to an established job in order to avoid paying work-out-of-classification.

When a new job classification is created or significant duties and responsibilities are assigned to or eliminated from an existing job classification, a new or revised job description describing the significant duties and responsibilities shall be prepared by Management. Job descriptions shall be maintained by the Division for the purpose of defining job duties and responsibilities and shall be furnished to the Union.

In preparing job descriptions, Compensation Administration personnel shall arrange and meet with the appropriate Supervisor and Steward to discuss present job content and job changes.

Employees working in the classification will be contacted to the extent necessary to analyze the job.
Compensation Administration will notify the Union Office when the above process is to take place.

ARTICLE 34

Performance Appraisal

Every employee is entitled to know how his/her Supervisor regards his/her performance and is entitled to the opportunity to discuss this with his/her Supervisor or Foreman. No Performance Appraisal form shall be altered or added to after an employee has signed it. Upon request, the employee will be given a copy of his/her Performance Appraisal after the employee signs it.

If employee's performance is satisfactory, employee will be advanced to the next step in his/her salary grade if he/she is not already on the maximum. If employee's performance is unsatisfactory, the employee is entitled to a review and additional appraisal ninety (90) days after the unsatisfactory appraisal; if at this time the employee's performance is satisfactory, he/she will advance to the next salary step.

Every employee will be told at the time of his/her appraisal whether he/she is rated overall as "satisfactory" or "unsatisfactory." The employee may state his/her comments concerning the appraisal in the appropriate spaces on the appraisal form at the time of his/her appraisal interview.

Satisfactory Performance Appraisals are not grievable.

ARTICLE 35

Training for Skills Improvement

1. General Training

Management and the Union agree that employees shall be free and unencumbered to suggest, recommend and/or request additional training with the intent of providing opportunity for self-improvement and upgrading.

2. Joint Apprenticeship Committees

Whenever an apprenticeship program has been established or is intended to be established by the Division, a Joint Management-Union Apprenticeship Committee will be established for the purpose of establishing requirements and administrative procedures regarding the program.

Joint apprenticeship programs will be approved by the Division and the Union prior to implementation or modification. Such approval is required with respect to the basic program but not the procedures and rules later adopted or changed by the Apprentices Committee.

While participating in an apprenticeship program, apprentices cannot utilize the bid procedure unless approved by the Joint Apprenticeship Committee. An apprentice who desires to leave the apprenticeship program shall petition the Joint Apprenticeship Committee which will counsel with the apprentice. Upon approval of the Joint Apprenticeship Committee, the employee will be dropped from the apprenticeship program. For a period of sixty (60) days, efforts will be made to place the employee in a comparable classification. If these efforts are unsuccessful, the employee will be returned to his/her prior classification or a comparable one at the appropriate rate of pay.

ARTICLE 36

Safety and Health

The Division shall make all appropriate provisions for the protection of the health and safety of its employees. The Union and the Division shall support all efforts to protect the employees from injury or damage to health while on the job.

As determined by Safety and Technical Training, suitable protective devices, equipment, and flame retardant clothing shall be provided to minimize and eliminate whenever practical the hazards inherent in utility work.

There shall be a Safety Committee upon which the Union and Management are equally represented. This Committee shall have the power to make recommendations to the Supervisor of Safety and Technical Training regarding safety rules, practices and procedures related to the employees' health and safety.

There shall be appointed one (1) each from the Union by the Union and Management by the Management to represent the Electric, Gas and Water Areas and one (1) each from the other departments combined to be appointed by their respective parties.

A Chairperson for the first six (6) months shall be chosen by the Union members and by the Division for the second six (6) months and so forth, alternating each six (6) months. All meetings shall be held on twenty-four (24) hours notice on call by the Acting Chairperson or any two (2) members of the Committee.

The Departmental Safety Committees shall furnish a copy of their monthly reports and minutes to the Joint Union-Management Safety Committee. Upon request of the Joint Union-Management Safety Committee to the Supervisor of Safety and Technical Training, the Committee shall be furnished with the circumstances of fatal or near-fatal accidents. Reports on the above accidents will be sent to the Union Business Manager.

Action on the recommendations of the Joint Union-Management Safety Committee, including recommendations that an Investigating Committee including one (1) Union and one (1) Management member of the Joint Union-Management Safety Committee among its members be formed to investigate a fatal or near-fatal accident, shall not be unreasonably withheld. Arbitrary disregard of recommendations of the Joint Union-Management Committee shall be subject to the Grievance and Arbitration Procedure of the Memorandum of Understanding.

Notices shall be posted on all bulletin boards informing employees of the members of the Joint Union-Management Safety Committee and the purpose of the Committee.

Prior to the issuance of any new safety policy or changes in existing policy, the Joint Union-Management Safety Committee will be informed of the new policy or change in this existing policy.

ARTICLE 37

Holidays

The designated paid holidays of the Light, Gas and Water Division are: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, Christmas Day, and employee's birthday.

The employee's birthday holiday is accrued each year on his/her birthday and will be taken within twelve months of that date. The birthday holiday will be scheduled in accordance with established vacation scheduling guidelines within each department. The holiday will be taken in eight hour increments.

If work is performed on a holiday, it shall be paid for in accordance with the overtime provisions in this Agreement.

With the exception of birthday holidays, pay for holidays worked shall be in accordance with the following:

1. If a holiday set forth above falls on Saturday, those employees scheduled on a Monday through Friday shift shall be granted the preceding Friday as the holiday. If the holiday should fall on Sunday, then those employees on a Monday through Friday shift shall be granted the following Monday as the holiday. For all employees not on a Monday through Friday schedule, the calendar holiday shall be observed.
2. If an employee's regular off-day occurs on a holiday and the employee is not given an additional day off, the employee is entitled to double-time pay for his/her first regular work day, in addition to his/her regular pay for the holiday.
3. Employees will be paid at straight-time rate of pay for holidays not worked during a period of absence because of illness or accident, but such day will not be charged against sick leave.
4. No employee shall be paid overtime for a holiday that occurs during his/her vacation, but shall be entitled to an additional day of vacation in lieu of the holiday. This day should be taken at the beginning or end of the employee's regular vacation.

ARTICLE 38

Vacation

A paid vacation allowance will be given employees based on service time since last date of employment and actual time on the payroll during the preceding year. The amount of vacation time will be determined on January 1 of each year and be based on the number of years of service time and the number of months in the preceding year in which the employee worked or received 100 percent pay for eleven (11) or more days.

Vacations will be allowed on the following basis:

1. For less than 12 months service or less than 12 months time on the payroll during the preceding year, see chart below.
2. One (1) but less than six (6) years of service time during preceding years—two (2) weeks.
3. Six (6) but less than seven (7) years of service time during preceding years—two (2) weeks and one (1) day.
4. Seven (7) but less than eight (8) years of service time during preceding years—two (2) weeks and two (2) days.
5. Eight (8) but less than nine (9) years of service time during preceding years—two (2) weeks and three (3) days.
6. Nine (9) but less than ten (10) years of service time during preceding years—two (2) weeks and four (4) days.
7. Ten (10) but less than fifteen (15) years of service time during preceding years—three (3) weeks.
8. Fifteen (15) but less than twenty (20) years of service time during preceding years—four (4) weeks.
9. Twenty (20) or more years of service time during preceding years—five (5) weeks.

NUMBER OF WORKDAYS OF VACATION ACCRUED

Years of Service as of January 1	1	2	3	4	5	6	7	8	9	10	11	12
0.00-5.99	1	2	3	4	5	5	6	7	8	9	10	10
6.00-6.99	1	2	3	4	5	5	7	8	9	10	11	11
7.00-7.99	1	2	4	5	6	6	7	8	10	11	12	12
8.00-8.99	1	3	4	5	6	6	8	9	10	12	13	13
9.00-9.99	1	3	4	5	7	7	8	10	12	13	14	14
10.00-14.99	1.5	3	4.5	6	7.5	7.5	9	10.5	12	13.5	15	15
15.00-19.99	2	4	6	8	10	10	12	14	16	18	20	20
20 or more	2.5	5	7.5	10	12.5	12.5	15	17.5	20	22.5	25	25

The "Vacation Season" shall be from January 1 through December 31 of each year and vacations will be granted, so far as possible, at the time most desired by the employees.

Employees shall be given the choice of vacation periods in order of their Division seniority within the department where they are assigned. An employee moving into a new vacation group after vacations have been selected in that new group will not be permitted to displace employees who have already selected a vacation period.

The Department Head of each department shall determine how many employees of each classification may be on vacation at any one time in order not to interrupt the orderly and efficient operation of the department.

Any permanent employee whose employment is terminated for any reason shall be considered as having accrued vacation pay on a prorata monthly basis from the beginning of his/her second six (6) months, but less than one (1) year, or from the beginning of his/her latest year of continuous employment if he/she has been employed for more than one (1) year; and the employee shall be paid, in addition to sums otherwise due him/her, for such accrued vacation, less any vacation already taken by him/her, during this period of accrual. In calculating accrued vacation time hereunder, periods of eleven (11) days or less shall be disregarded and periods in excess of eleven (11) days shall be counted as full months.

In case of an emergency involving sickness, accident, or death of a member of the employee's family in which the employee's absence from work is required, and when the employee has no vacation time remaining, he/she may use vacation time already accrued for the following year, up to a limit of five (5) days per year.

ARTICLE 39

Sick Leave

All new permanent employees will serve the required probationary period with the Division before being eligible to receive sick pay.

Sick leave is accrued at the rate of one (1) day per month and the amount an employee can accumulate is unlimited. Accrual begins on date of employment and days are accrued for any month in which an employee receives 100 percent pay for eleven (11) or more workdays in a calendar month.

Time that will not count toward sick leave accrual includes:

- (a) time not worked while on military leave
- (b) time while on the insured benefit of Salary Continuation
- (c) time while on authorized leave of absence
- (d) time worked during any prior (not current) term of employment

Accrued sick leave is reduced by the number of workdays an employee is paid due to illness or accident, except absences due to occupational disabilities.

Sick leave is to be used exclusively for absences due to the employee's own illness or accident.

Proof of illness shall be required when evidence of abuse exists. Whenever an employee is required to bring proof of illness, the employee shall not be paid for the first day of sick leave during any occurrence as long as he/she is under this requirement. In addition, every employee must provide a physician's statement verifying his/her disability on the fifth day of absence and each twentieth day thereafter.

The Salary Continuation Insurance Program will pay benefits beginning with the first day after all accrued sick leave has been used by the employee, except in cases where an employee has less than fifteen (15) workdays (same as twenty-one (21) calendar days) of accrued sick leave since the insured program will not pay benefits earlier than the twenty-second calendar day of an absence because of a qualified disability.

An employee may at his/her option elect to take any unused vacation time after his/her sick leave is depleted to avoid a period when the employee would receive no compensation or only the 60% disability payment; example, during the waiting period before insured benefits begin or a period when the employee's salary would be reduced to the 60% disability payment.

A disabled employee will be placed on 60 percent of base salary under the insured portion of the Division's Salary Continuation Program only if the employee elected to participate in the Program and qualifies under the rules of the Program.

The Division will comply with Tennessee law on Worker's Compensation. In an effort to assist employees, the Division will post official notices in all work centers listing the requirements an employee must meet under Tennessee Worker's Compensation Law.

A monthly list of all Bargaining Unit employees who are on the Insurance payroll will be sent to the Union office.

Bonus Days

After completion of three (3) months of service, an employee who works three (3) consecutive months without using more than six (6) hours sick leave, or any unauthorized absence, may choose either one (1) day's bonus pay or one (1) bonus day leave with pay, to be granted within twelve (12) months from the day it is earned. Bonus days will be earned in a like manner for subsequent three (3) month periods so that an employee may earn up to four (4) bonus days a year.

Bonus pay will not be considered compensation for pension purposes nor will pension contributions be deducted from it.

Sick Leave Pay at Retirement

Employees shall be compensated for accumulated, unused sick leave at retirement and may select either of the following options:

(A) 42% of total sick leave or (B) 100% of the first 65 days.

Employees hired on or after January 1, 1998 shall be limited to Option A.

The amount of payment for unused sick leave is to be calculated at the employee's rate of pay in effect on the payday immediately preceding the employee's retirement. Such payment shall not be counted as compensation for the purpose of computing pension benefits.

An employee may sell accrued sick leave in excess of 100 days at any time for 42% of the employee's rate of pay on the payday immediately preceding such sale. However, any employee who sells sick leave prior to retirement shall be limited to Option A.

ARTICLE 40

Meals

When any employee is required by his/her Supervisor to work straight through a regular mealtime and is not allowed time to leave the job to eat, the employee will be provided with a meal at the Division's expense, and is not entitled to any additional reimbursement for a meal. This does not apply to shift employees who have reasonable notification of overtime.

An employee who is on overtime and is released from the job long enough to eat is required to provide his/her own meal and is not paid for time off the job to eat. Employees who are on overtime and are required to eat their meals on the job site or who are required to report their location and are routinely subject to call during meal periods shall not be considered released for the purpose of this paragraph.

Employees on overtime will normally be allowed to eat at mealtimes.

ARTICLE 41

Shift Differential Pay

An employee who works a straight time shift which starts prior to 6:00 a.m. or which extends beyond 6:00 p.m. will receive shift differential pay as follows:

Any hours worked between the hours of 3:00 p.m. and 7:00 a.m.-
 \$.55 per hour (1998)
 \$.60 per hour (1999)
 \$.65 per hour (2000)

For employees who are eligible for shift differential, the appropriate premium rate shall be applied to overtime worked when the overtime is immediately prior to and/or immediately following the straight time shift on which shift differential is applied. Overtime will be calculated on the straight time rate.

Salary Schedule

ARTICLE 42

BARGAINING UNIT SALARY SCHEDULE
(HOURLY)

Effective January 1, 1998

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
I	\$8.04	\$8.76	\$9.18	\$9.63	\$10.28
II	8.55	9.32	9.81	10.60	11.08
III	8.89	9.70	10.33	11.28	11.72
IV	9.34	10.19	10.91	12.02	12.29
V	10.07	11.10	11.72	12.54	13.32
VI	10.86	11.92	12.74	13.54	14.18
VII	11.69	12.99	13.74	14.42	15.35
VIII	12.58	13.93	14.63	15.52	16.45
IX	14.16	14.54	15.71	16.63	17.50
X	14.34	15.51	16.83	17.75	18.64
XI	15.09	16.45	17.58	18.90	19.82
XII	15.85	17.27	18.47	20.07	20.92
XIII	16.44	17.92	19.25	21.32	21.95
XIV	17.09	18.83	20.07	22.30	22.96
XV	17.74	19.54	20.94	23.26	24.05

Effective January 1, 1999

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
I	\$8.36	\$9.11	\$9.55	\$10.02	\$10.69
II	8.89	9.69	10.20	11.02	11.52
III	9.25	10.09	10.74	11.73	12.19
IV	9.71	10.60	11.35	12.50	12.78
V	10.47	11.54	12.19	13.04	13.85
VI	11.29	12.40	13.25	14.08	14.75
VII	12.16	13.51	14.29	15.00	15.96
VIII	13.08	14.49	15.22	16.14	17.11
IX	14.85	15.64	16.44	17.40	18.30
X	15.01	16.23	17.60	18.56	19.49
XI	15.79	17.21	18.38	19.76	20.71
XII	16.65	18.13	19.38	21.04	21.93
XIII	17.27	18.81	20.19	22.34	23.00
XIV	17.94	19.75	21.04	23.36	24.05
XV	18.62	20.49	21.95	24.36	25.18

Effective January 1, 2000

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
I	\$8.69	\$9.47	\$9.93	\$10.42	\$11.12
II	9.25	10.08	10.61	11.46	11.98
III	9.62	10.49	11.17	12.20	12.68
IV	10.10	11.02	11.80	13.00	13.29
V	10.89	12.00	12.68	13.56	14.40
VI	11.74	12.90	13.78	14.64	15.34
VII	12.65	14.05	14.86	15.60	16.60
VIII	13.60	15.07	15.83	16.79	17.79
IX	15.44	16.27	17.10	18.10	19.03
X	15.61	16.88	17.90	19.30	20.27
XI	16.42	17.90	19.12	20.55	21.54
XII	17.32	18.86	20.16	21.88	22.81
XIII	17.96	19.56	21.00	23.23	23.92
XIV	18.66	20.54	21.88	24.29	25.01
XV	19.36	21.31	22.93	25.32	26.19

Effective January 1, 2001

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
I	\$9.08	\$9.90	\$10.38	\$10.89	\$11.62
II	9.67	10.53	11.09	11.98	12.52
III	10.05	10.96	11.67	12.75	13.25
IV	10.55	11.52	12.33	13.59	13.89
V	11.38	12.54	13.25	14.17	15.05
VI	12.27	13.48	14.40	15.30	16.03
VII	13.22	14.68	15.53	16.30	17.35
VIII	14.21	15.75	16.54	17.55	18.59
IX	16.13	17.00	17.87	18.91	19.89
X	16.31	17.64	19.12	20.17	21.18
XI	17.16	18.71	19.98	21.47	22.51
XII	18.10	19.71	21.07	22.86	23.84
XIII	18.77	20.44	21.95	24.28	25.00
XIV	19.50	21.46	22.86	25.38	26.14
XV	20.23	22.27	23.86	26.47	27.37

Minimum time interval between Steps within Grades is one (1) year, with the following exceptions:

- In Grades 1 and 2 the minimum time interval between all Steps is six (6) months.
- The minimum time interval between Steps 1 and 2 of all Grades is six (6) months.

ARTICLE 43**Re-Opener**

Both parties agree that if by August 15, during the life of this Memorandum, either party requests in writing, negotiations on Article 21 - Insurance, the party requesting a change will state the specific nature of the change. The parties will negotiate insurance matters beginning on September 1st of that year, to be effective January 1 of the next year.

ARTICLE 44**Term of Agreement**

This Memorandum of Understanding shall take effect January 1, 1998, and shall remain in full force and effect until January 1, 2002, and shall be automatically renewed for yearly periods thereafter unless either party notifies the other in writing at least six (6) months prior to the expiration date of a desire to change or terminate this Memorandum of Understanding.

When notice for change is given, the nature of the change desired must be specified in writing and until the parties have agreed upon such change the provisions of this Memorandum of Understanding shall remain in full force and effect. Other changes or necessary amendments so agreed upon shall supersede the affected portions of this Memorandum of Understanding in a manner and at a time agreeable to both parties. All changes must be in writing and signed by authorized representatives of the Division and the Union, and approved by the International Office of the Union.

It is understood by both parties that by mutual consent this Memorandum of Understanding can be changed at any time, however, any changes agreed to shall be reduced to writing and signed by both parties and approved in the same manner as this Memorandum of Understanding.

MEMORANDUM OF UNDERSTANDING

From

January 1, 1998

To

January 1, 2002

The parties agree that the Memorandum of Understanding language effective January 1, 1998, to January 1, 2002, with the attached changes, constitute a new Memorandum of Understanding effective January 1, 1998, to January 1, 2002.

HERMAN MORRIS, JR.

President
Memphis Light, Gas and Water Division

CURTIS DILLIHUNT

Vice President, Human Resources
MLGW Negotiating Team

MIKE MAGNESS

Manager, Personnel Department
MLGW Negotiating Team

LEONARD PHILLIPS

Manager, Gas Operations
MLGW Negotiating Team

BYRON TATE

Manager, Distribution Support
MLGW Negotiating Team

JEFF WEINTRAUB

Attorney
MLGW Negotiating Team

BARBARA RICHMAN

Manager, Labor Relations Department
MLGW Negotiating Team

ROY HUDSON
Assistant Manager, Labor Relations Department
MLGW Negotiating Team

CHARLES TEAMER
Business Manager
I.B.E.W. Local Union 1288

BRENT HALL
President
I.B.E.W. Local Union 1288

DEBORAH GODWIN
Attorney
I.B.E.W. Local Union 1288

FLORA BARNES
Contract Committee Member
I.B.E.W. Local Union 1288

J. D. COX
Contract Committee Member
I.B.E.W. Local Union 1288

RONNIE HAWLEY
Contract Committee Member
I.B.E.W. Local Union 1288

RANDY TURNBULL
Contract Committee Member
I.B.E.W. Local Union 1288

STATEMENTS OF INTENT

I. Letter of Intent (Article 27 - Hours and Overtime)

Effective January 1, 1998, the parties agree that in the Distribution areas those classifications necessary to perform the work shall be called out in emergencies.

This practice will be reviewed on an annual basis.

At any time, either party may end this Agreement and revert back to the current area practice of call out.

II. Letter of Intent (Article 27 - Hours and Overtime)

Effective January 1, 1998, the low crew at the center where the call originals will be called after 1:30 a.m. on Monday, Tuesday, Wednesday, Thursday and Friday. This will continue through January 1, 2002. The aforementioned process will be evaluated annually to, determine if there is any overtime inequity within the classification caused by this process.

If the procedure creates overtime inequity problems, the parties will take the necessary steps to correct the inequity. If no equitable solution can be agreed to by the parties, the old process of calling the low crew on the master overtime list will be utilized, regardless of crew location.

AGREEMENTS**AGREEMENT**

November 8, 1997

With the deregulation of the Electric Industry and imminent threats of open access and retail wheeling, MLGW will in an unprecedented manner, be forced to seek ways in which to improve its delivery of service and its operating cost and efficiency in order to survive in this new environment. Therefore, in the spirit of cooperation, the Union and Management, acknowledging this need, agree to work together in identifying and addressing opportunities for improvement within the Division which will satisfy the stated goals of the company.

Charles F. Teamer, Business Manager
IBEW Local Union 1288

Barbara Richman, Manager
Labor Relations Department

AGREEMENT
FLAME RETARDANT CLOTHING
EFFECTIVE FOR THE TERM OF THE 1998 AGREEMENT

November 8, 1997

OSHA safety regulations state that employers must ensure that workers whose jobs require them to be exposed or potentially exposed to high voltage electrical arcs do not wear clothing that could contribute to the seriousness of an injury sustained by the worker if he/she is exposed to such an electrical arc. The Division will provide flame retardant clothing for employees whose jobs require them to perform work on or around energized high voltage equipment which could potentially expose them to high voltage arcs. Five long-sleeve and five short-sleeve flame retardant shirts will be issued per year to employees whose potential exposure level is frequent or continuous. As determined by Safety and Technical Training on case-by-case basis, jackets will be furnished to employees in such classifications. As determined by Safety and Technical Training on a case-by-case basis, flame retardant coveralls or flash jackets will be issued to employees whose potential exposure is infrequent. Employees will be responsible for laundering their own flame retardant garments.

Barbara Richman, Manager
Labor Relations

Charles Teamer, Business Manager
IBEW Local Union #1288

58

AGREEMENT

November 8, 1997

Effective January 1, 1998, the position of Helper Construction and Maintenance (EE780, WW780, GG780, TP780) will be reitled Utility Worker or Pipe Layer with employment procedures addressed as follows:

Employees hired after December 31, 1997, will enter BUSS Grade IV Step 1 and normally remain on that Grade for 2 1/2 years. Upon satisfactory completion of this 2 1/2 year period, such employees will progress to the appropriate step on BUSS Grade VI. Employees entering the Utility Worker or Pipe Layer position will be required to obtain CDLs within a six-month period after entry into the position.

Effective January 1, 1998, employees who were hired into the position of Helper Construction and Maintenance (EE780, WW780, GG780, TP780) prior to December 31, 1997, will be resided to Utility Worker or Pipe Layer. Such employees will normally progress to Grade VI eighteen months after entry into the position.

Barbara Richman, Manager
Labor Relations Department

Charles Teamer, Business Manager
IBEW Local Union #1288

JOINT INSURANCE COMMITTEE AGREEMENT

November 8, 1997

The parties agree to form a Joint Management-Union insurance committee to participate in the sharing of insurance information. The committee will review MLGW insurance programs in regard to trends in the industry, plan costs, and insurance education and communication processes. The focus of the Joint Insurance Committee will be to pursue cost containment measures while providing a quality health program for employees.

The committee will be composed of eight (8) employees with four (4) appointed by the Union and four (4) appointed by the Division. The committee will meet on a quarterly basis or more frequently by mutual consent.

Barbara Richman, Manager
Labor Relations Department

Charles Teamer, Business Manager
IBEW Local Union #1288

59

November 6, 1997

JOINT MULTI-SKILL WORKFORCE COMMITTEE AGREEMENT

During the 1997 negotiations, the parties discussed the issues related to implementation of a Multi-Skill Workforce and agreed to the following:

That the definition of Multi-Skilled Workforce is, "A workforce with the training and flexibility to provide quality service in a competitive environment".

The Joint Committee(s), members selected by the Union and management, will continue to function in conjunction with the Multi-Skill Workforce Committee during the term of this memorandum to recommend a structural plan which will enable employees to acquire additional skills and flexibility to better serve customers of MLGW. Results of the plan will be shared with Union and Management.

Implementation of the Multi-Skill Workforce concept will occur within the provisions of the Memorandum. Exceptions to current Memorandum language may be made pursuant to provisions in Article 44 in the Memorandum. The Parties retain all rights set forth in the Memorandum of Understanding.

Barbara Rictman, Manager
Labor Relations Department

Charles Teamer, Business Manager
IBEW Local Union #1288

AGREEMENT

November 6, 1997

Realizing the potential impact that sick leave has upon the productivity of the work force and the ability to maintain a competitive advantage, both the Union and Management agree to form a Joint Committee for the purpose of exploring various options which would insure that the original intent of the sick leave benefit is maintained and that any adverse effects are minimized. This committee will be charged with the responsibility of analyzing the program, recommending program design changes, and continuously monitoring the results to insure that the above-stated objective is achieved and maintained.

Charles F. Teamer, Business Manager
IBEW Local Union 1288

Barbara Rictman, Manager
Labor Relations Department

JOB CODE CLASSIFICATION TITLE OCC. LOP GRADE
COMMUNICATION PRODUCTION AND DISTRIBUTION
AREA 010710

AA360	LEAD. COMMUN. PRODUCTION	LOP	XI
AA361	OFFSET PRESS OPERATOR	B-ELOP	IX
AA345	LEAD CLERK, MAIL DISTRIBUTION	LOP	VII
AA362	FORMS CONTROL CLERK	B	VI
AA908	CLERK, MAIL ROOM	LOP	IV
AA359	PRINT SHOP WORKER	B	IV
AA353	OFFICE SUPPLY CLERK	B	III
AA048	MESSENGER	B-ELOP	III

LEGAL SERVICES AREA 050110 - CLAIMS

SS909	CLAIMS PROCESSOR	B	VI
-------	------------------	---	----

TRAINING AND DEVELOPMENT AREA 420210 - SAFETY AND TECHNICAL TRAINING

PP949	SAFETY EQUIPMENT TESTER	B	X
GG941	MACHINE OPERATOR (GAS)	LOP	VIII
PP049	TEST LAB TECHNICIAN	B	VII

FACILITIES MANAGEMENT - MGR.'S OFFICE AREA 420400

GG904	TYPIST - CLERK	B	IV
-------	----------------	---	----

AREA 420425 - BUILDING CONSTRUCTION AND MAINTENANCE

AA099	CAL. ELECTRICIAN	LOP	XIII
AA214	LD.HTG. VENT. & AIR-COND. TECH.	LOP	XIII
AA386	LEAD PLUMBER	LOP	XIII
AA951	ELECTRICIAN	LOP	XII
EE440	SP.MECH.BKRLRY. (MAS.)	LOP	XII
AA206	HTG. VENT. & AIR-COND. TECH.	B-ELOP	XII
EE603	ID. ELEC. MOTOR REPAIRER	LOP	XII
AA387	PLUMBER	B-ELOP	XII
EE706	CAL. CARPENTRY	LOP	XII
EE604	ELECT. MOTOR REPAIRER	LOP	XI
EE707	CARPENTER	LOP	XI
EE650	LOCKSMITH	B	X
EE631	PAINTER, SIGN	B	X
EE637	CAL. ROOFING	LOP	X
EE636	ROOFER	LOP	X
AA957	APPR. ELECTRICIAN	LOP	IX
EE633	ELECT. MOTOR REPAIRER APPR.	B-ELOP	IX
EE708	CARPENTER APPR.	B-ELOP	IX
EE545	UTIL. WKR. (BUILD.CONST.MAINT.)	LOP	IX
EE441	BRICKLAYER HELPER	B	VII
EE903	STENO - CLERK	B	V
EA908	CLERK, CENTRAL SHOPS	B	IV
GG904	TYPIST-CLERK	B	IV

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE	JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
AA992	AREA 420430 - BUILDING SERVICES			RA104	AREA 440240 - NORTH COMMUNITY OFFICE		
AA984	MOBILE SWEEPER OPERATOR	LOP	V	SS102	CREDIT CLERK (CRED. & COLL.)	LOP	IX
AA989	HOUSEKEEPING INSPECTOR	LOP	V		RECEPTIONIST	B-LOP	III
GG904	HOUSEKEEPING CREW LEADER	LOP	IV				
AA988	HOUSEKEEPING ATTENDANT	B	IV	RA104	AREA 440250 - LAMAR COMMUNITY OFFICE		
		B-LOP	II	SS102	CREDIT CLERK (CRED. & COLL.)	LOP	IX
					RECEPTIONIST	B-LOP	III
SS015	RISK MANAGEMENT						
SS018	AREA 420510 - INSURANCE						
GG904	INSURANCE CTRL. CLERK	LOP	X	RA104	AREA 440260 - WHITEHAVEN COMMUNITY OFFICE		
	INSURANCE CLERK	B-LOP	IX	SS075	CREDIT CLERK (CRED. & COLL.)	LOP	IX
	TYPIST - CLERK	B	IV	SS102	CREDIT COUNSELOR	LOP	IX
					RECEPTIONIST	B-LOP	III
SS061	AREA 420520 - PENSION						
SS019	ACCOUNTING CLERK, PENSION	B	IX				
	PENSION CLERK	B	VI	RR158	AREA 440300 - CUSTOMER SERVICE - MGR.'S OFFICE	LOP	X
AA400	AREA 420600 - LABOR RELATIONS - MGR.'S OFFICE			RB908	ACCOUNT RESEARCH ANALYST	LOP	IV
AA401	IBEW BUSINESS MANAGER	B	XV		GENERAL OFFICE CLERK	B	
	IBEW ASST. BUSINESS MGR.	B	XV	RR330	AREA 440301 - CUSTOMER SERVICE - TRAINING	B	XII
					CUSTOMER SERVICE REP.		
CC043	CUSTOMER ACCOUNTING						
CC050	AREA 440120 - CUSTOMER ACCOUNTS AND RECORDS			RR145	AREA 440310 - SERVICE DISPATCHING		
CC041	CUSTOMER ACCTS. REP.	LOP	IX	RR142	SERVICE DISPATCHER	B	X
RR500	POWER LEDGER REP.	LOP	IX	RR500	ROUTE CONTROL CLERK	B	VI
GG904	CUSTOMER ACCTS. PROCESSOR	LOP	VIII		ROUTING CLERK, CUST. ACCTS.	LOP	VI
	ROUTING CLERK, CUST. ACCTS.	LOP	VI				
	TYPIST - CLERK	B-LOP	IV	RR330	AREA 440320 - CUST. SERVICE - NORTH SERVICE CTR.	B	XII
				SS660	CUSTOMER SERVICE REP.	B	VIII
					ACCOUNT INVESTIGATOR		
CC081	AREA 440130 - METER READING - MSC						
	METER READER	B	VIII	RR330	AREA 440330 - CUSTOMER SERVICE - SOUTH SERVICE CTR.	B	XII
CC081	AREA 440140 - METER READING - HHSC			SS660	CUSTOMER SERVICE REP.	B	VIII
	METER READER	B	VIII		ACCT. INVESTIGATOR		
CC018	AREA 440150 - METER READING - SSC						
	METER READER	B	VIII	RR330	AREA 440340 - CUSTOMER SERVICE - HICKORY HILL	B	XII
				SS660	CUSTOMER SERVICE REP.	B	VIII
RA104	AREA 440210 - CREDIT						
SS073	CREDIT CLERK (CRED. & COLL.)	LOP	IX	RR598	AREA 440350 - CUSTOMER SERVICE - MILLINGTON OFFICE	B	XIV
GG904	TYPIST - CLERK	LOP	IX	RR330	RURAL SERVICE REP.	B	XII
SS102	RECEPTIONIST	B	IV	RR104	CUSTOMER SERVICE REP.	B	IX
		B-LOP	III	SS660	CREDIT CLERK (CUST. SERV.)	B	VIII
					ACCOUNT INVESTIGATOR		
SS063	AREA 440230 - COLLECTIONS						
SS067	COMMERCIAL DEPOSITS CLERK	LOP	IX	RR330	AREA 440360 - CUSTOMER SERVICE - BRUNSWICK SERVICE CTR.	B	XII
SS057	SOCIAL AGENCY CLERK	LOP	IX	SS660	CUSTOMER SERVICE REP.	B	VIII
SS660	ADJUSTMENT REPRESENTATIVE	LOP	VIII		ACCOUNT INVESTIGATOR	B	
SS008	ACCT. INVESTIGATOR	LOP	VIII				
SS064	CLERK, LIFE SUPPORT	B	VII				
SS053	COLLECTION CONTROL CLERK	LOP	VII	RR158	AREA 440370 - INFORMATION CENTER		
RR500	DELINQ. ACCTS. PROC. CLERK	LOP	VI	RR892	ACCT. RESEARCH ANALYST	LOP	X
RR500	ROUTING CLERK, CUST. ACCTS.	LOP	VI	RA909	SERVICE ADVISOR	B-LOP	IX
GG904	TYPIST - CLERK	LOP	IV	RB908	RECORD CONTROL CLERK	LOP	V
		B	IV		GENERAL OFFICE CLERK	B-LOP	IV

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
RR095	ENERGY SERVICES AND MARKETING AREA 440400 - MANAGER'S OFFICE CONTRACT CONTROL CLERK	B	VI
RR499	ENERGY CONSERV. CLERK	B	V
RR095	AREA 440410 - RESIDENTIAL SERVICES CONTRACT CONTROL CLERK	B	VI
RR499	ENERGY CONSERV. CLERK	B	V
GG904	TYPIST - CLERK	B	IV
RR499	AREA 440420 - COMMERCIAL AND LIGHTING SERVICES ENERGY CONSERV. CLERK	B	V
GG904	TYPIST - CLERK	B	IV
GG237	DISTRIBUTION ENGINEERING AREA 510220 GAS ENGINEERING GAS SERVICE REP., DISTRIBUTION	B	XI
EE428	DRAFTER II	LOP	X
GG413	DRAFTER, DESIGNER	LOP	X
NN300	STANDARDS DESIGNER	B	X
EE414	DRAFTER I	B-LOP	VIII
GG968	DRAFTER - DETAILER	R	VI
GG904	TYPIST - CLERK	B	IV
WW609	AREA 510230 - WATER ENGINEERING WATER SERVICE REP.	B	XI
EE428	DRAFTER II	LOP	X
GG415	GRAPHIC DESIGNER	LOP	X
NN300	STANDARDS DESIGNER	B	X
EE414	DRAFTER I	B-LOP	VIII
GG904	TYPIST - CLERK	B	IV
NN294	AREA 510240 - RESIDENTIAL ENGINEERING SERVICE REPRESENTATIVE	B	XII
EE428	DRAFTER II	LOP	X
NN134	RESEARCH ANAL. - CONTRACT	LOP	X
NN108	PRODUCTIVITY COORD.	B	IX
NN298	EXTENSION EXPEDITER	LOP	IX
NN889	SERVICE EXPEDITER	LOP	IX
EE414	DRAFTER I	B-LOP	VIII
NN245	CONTRACT PAYMENT CLERK	B-LOP	VI
GG904	TYPIST-CLERK	B	IV
GG269	AREA 510250 - LAND AND MAPPING LD. GRAPHIC DESIGNER	LOP	XI
EE428	DRAFTER II	LOP	X
EE414	DRAFTER I	B-LOP	VIII
GG411	COORD., ADDRESS ASSIGN.	LOP	VII
GG412	CLERK, ADDRESS ASSIGN.	LOP	VI
GG966	DRAFTER-DETAILER	B-LOP	VI
CC082	STREET INDEX CLERK	LOP	VI
NN107	CLERK, ROUTING	LOP	VI
GG964	BLUEPRINT OPERATOR	B	V

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
EE395	AREA 510310 - SUBSTATION & TRANSMISSION ENG. LAYOUT DESIGN, SUBSTA. ENG.	LOP	XI
EE483	LAYOUT DESIGNER, PROT. ENG.	LOP	XI
EE403	DRAFTER II, SUBSTA. ENG.	LOP	X
EE485	DRAFTER II, PROTECT. ENG.	LOP	X
GG413	DRAFTER, DESIGNER	LOP	X
EE398	DRAFTER I, SUBSTA. ENG.	LOP	X
EE397	DRAFTER I, TRANSMISSION ENG.	B-LOP	VIII
EE484	DRAFTER I, PROTECT. ENG.	B-LOP	VIII
GG904	TYPIST-CLERK	B	IV
GG269	AREA 510360 - RELIABILITY AND POWER QUALITY LEAD GRAPHIC DESIGNER	LOP	XI
EE428	DRAFTER II	LOP	X
GG415	GRAPHIC DESIGNER	LOP	X
GA907	LD. CLERK, FACILITIES ENG.	LOP	VIII
EE414	DRAFTER I	LOP	VIII
GG968	DRAFTER - DETAILER	B-LOP	VII
NN319	CLERK, RELIABILITY RECORDS	B	VI
EE437	CLERK, TRANSFORM. RECORDS	B-LOP	VI
EE909	CLERK, POLE RECORDS	B-LOP	VI
GG904	TYPIST - CLERK	B	IV
EE586	AREA 510370 - ELECT. DISTRIBUTION ENG. CA. URD ELECTRICIAN	LOP	XV
EE427	LAYOUT DESIGNER	LOP	XI
EE404	DRAFTER II, NETWORK	LOP	X
EE428	DRAFTER II	LOP	X
GG415	GRAPHIC DESIGNER	LOP	X
EE413	DRAFTER I, NETWORK	LOP	X
EE414	DRAFTER I	B-LOP	VIII
GG904	TYPIST - CLERK	B-LOP	IV
EE427	AREA 510380 - PLANNING AND SYSTEM ENG. LAYOUT DESIGNER	LOP	XI
GG269	LEAD GRAPHIC DESIGNER	LOP	XI
NN322	MATERIALS LAB. TECH.	LOP	XI
NN304	LEAD STANDARDS DESIGNER	B-LOP	XI
EE428	DRAFTER II	LOP	X
GG415	GRAPHIC DESIGNER	LOP	X
NN300	STANDARDS DESIGNER	LOP	X
GA907	LD. CLERK, FACILITIES ENG.	B	X
EE414	DRAFTER I	LOP	VII
GG966	DRAFTER - DETAILER	B-LOP	VII
EE437	CLERK, TRANSFORM. RECORDS	B-LOP	VI
EE909	CLERK, POLE RECORDS	LOP	VI
GG904	TYPIST - CLERK	LOP	IV
EE416	AREA 510390 - CIVIL ENG. AND RIGHT-OF-WAY SURVEY PARTY CHIEF	LOP	XI
EE167	SURVEY EXPEDITER	B-LOP	XI
EE398	DRAFTER II, TRANSMIS. ENG.	LOP	X
EE970	INSTRUMENT OPERATOR	LOP	IX
EE397	DRAFTER I, TRANSMIS. ENG.	B-LOP	VIII
EE414	DRAFTER I	B-LOP	VIII

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
EE972	INST. OPERATOR APPR.	LOP	VI
AA209	CLERK, RIGHT-OF-WAY	LOP	VI
EE969	SURVEY ASSISTANT	B	VI
GG904	TYPIST - CLERK	B	IV
RR852	AREA 510710 - DATA PROCESSING		
AA317	DATA ENTRY CLERK	B	VI
	TELEPHONE OPERATOR	B	IV
AA368	AREA 510740 - MICROFILM		
AA365	LEAD MICROFILM CLERK	LOP	VII
	MICROFILM CLERK	B-LOP	V
NN132	AREA 510770 - FACILITIES INFO. SYSTEM DEVELOPMENT		
GG904	ESTIMATOR	B	XI
	TYPIST - CLERK	B	IV
NN151	AREA 510780 - TELECOMMUNICATIONS ENG.		
	CLERK, STANDARDS RECORDS	B	V
NN132	AREA 510790 - WORK MANAGEMENT QUALITY CONTROL		
	ESTIMATION	B	XI
EE903	ELECTRIC OPERATIONS		
GG904	AREA 520100 - ELECTRIC OPERATIONS - MANAGER'S OFFICE		
	STENO-CLERK	B	V
	TYPIST - CLERK	B	IV
EE469	AREA 520110 - SUBSTATION MAINT. AND CONSTRUCTION		
EE464	CA, SUBSTATION ELECTRICIAN	LOP	XIII
EE466	SUBSTATION ELECTRICIAN	LOP	XII
EE954	SHOP ELECTRICIAN	LOP	XII
EE492	SUBSTA. ELECTRICIAN APPR.	B-LOP	IX
EE490	CA, CONSTRUCTION HELPER	LOP	VIII
	HELPER, CONSTR. AND MAINT.	B-LOP	VII
EE495	AREA 520130 - POWER TESTS AND STANDARDS LAB.		
EE471	ELECTRON. INSTRUMENT TECH.	B	XIII
EE523	CA, CKT. BREAK ELECTRICIAN	LOP	XIII
EE524	CREW LEADER, TEST TECH.	LOP	XIII
EE463	TEST TECHNICIAN	LOP	XII
EE523	CKT. BREAK ELECTRICIAN	LOP	XII
EE524	CA, TEST TECHNICIAN	LOP	XIII
EE463	TEST TECHNICIAN	LOP	XII
EE323	CKT. BREAK ELECTRICIAN	LOP	XII
EE954	ASST. ELECTRI. INSTRU. TECH.	B	X
EE982	SUBSTA. ELECTRICIAN APPR.	B-LOP	IX
	TEST TECH. APPRENTICE	B-LOP	IX

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
EE077	AREA 520140 - ELECTRIC METER		
EE078	LEAD ELECTR. METER TECH.	LOP	XIII
EE543	ELECTRONIC METER TECH.	B-LOP	XII
EE254	CA, ELECT. METER FIELD TECH.	LOP	XII
EE253	ELECT. METER FILED TECH.	LOP	XI
EE300	ELECT. METER SHOP TECH.	LOP	X
EE119	CA, STORES	LOP	X
EE515	ELECT. METER FIELD TECH. APPR.	B-LOP	IX
EE088	INDUST. METER READER	B	VIII
EE343	ELECT. METER SHOP TECH. APPR.	B-LOP	VIII
GG092	MATERIAL HANDLER	LOP	VIII
GG904	CLERK, ROUTES AND FILES	B	VII
	TYPIST - CLERK	B	IV
EE530	AREA 520150 - COMPUTERS AND CONTROL SYSTEMS		
EE527	CA, ELECTRONICS TECH.	LOP	XV
EE470	ELECTRONICS TECH.	B-LOP	XIV
EE550	CA, TELE. COMM. TECH.	B-LOP	XIII
EE525	TELE. COMM. TECH.	LOP	XIII
EE520	TECHNICIAN ASST.	LOP	XII
EE963	TELE. COMM. TECH. APPR.	B	IX
	B-LOP	B-LOP	IX
EE601	AREA 520160 - TRANSFORMERS AND PAINTING		
EE602	CA, TRANSFORMER REPAIRER	LOP	XII
EE869	TRANSFORMER REPAIRER	LOP	XI
EE870	CA, MAINT. PAINTER	LOP	XI
EE632	PAINTER, MAINTENANCE	LOP	X
EE873	TRANSFORM. REPAIR APPR.	B-LOP	IX
EE545	PAINTER MAINT. APPRENTICE	LOP	VIII
EE634	UTIL. WKR., (BID. CONST./MAINT)	B	VII
EE612	ELECTRICAL EQUIP. CLERK	B	VI
EA908	UTIL. WKR., TRANSFORMER	B-LOP	VI
	CLERK, CENTRAL SHOPS	B	IV
GG528	AREA 520210 - GAS OPERATIONS		
GG752	AREA 520210 - GAS MEASUREMENT		
GG769	INSTRUMENT TECH.	B	XIII
GG751	LEAD IND. GAS MTR. REPAIRER	LOP	X
GG750	GAS MTR. REPAIRER (FIELD)	LOP	X
GG759	GAS MTR. FINAL PROVER	LOP	X
GG758	GAS MTR. REPAIRER	LOP	IX
GG735	IND. GAS ACCTG. CLERK II	LOP	VIII
GG734	IND. GAS ACCTG. CLERK I	B-LOP	VII
GG754	CHART CHANGER	B	VII
GG757	GAS METER FINISHER	LOP	VI
GG908	GAS METER SHOP WORKER	LOP	VI
GG973	RECORDS CLERK (GAS OPS.)	B	V
GG977	HELPER, GAS MTR. REP. (FIELD)	B-LOP	V
	HELPER, SALV. AND MATERIAL	B-LOP	V

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
GG731	AREA 520220 - PRESSURE REGULATION		
GG732	C/L PRESSURE REGULATION	LOP	XIII
GG385	GAS REGULATOR REPAIRER	B-ELOP	XII
GG975	MAINT. PAINTER	LOP	IX
	HELPER, GAS (OPERATIONS)	B-ELOP	V
GG745	AREA 520230 - GAS FITTERS		
GG758	GAS FITTER	LOP	XII
GG092	C/L, ROUTES AND FILES	B-ELOP	IX
GG975	HELPER (GAS OPERATIONS)	B-ELOP	V
GG722	AREA 520250 - LNG PLANT - ARLINGTON		
GG528	C/L LNG MAINTENANCE	B	XV
GG720	INSTRUMENT TECH	B	XIII
GG383	OPERATOR, LNG PLANT	LOP	XII
	MAINT. MECH. LNG PLANT	B-ELOP	XI
GG740	AREA 520260 - GAS SERV. COMM/INDUST. SECTION		
GA746	IND. GAS SERVICE REP.	LOP	XII
	GAS WELDER-INSTALLER MET.	LOP	XI
GG533	AREA 520270 - CORROSION CONTROL		
GG305	CORROSION CTRL. TECH.	LOP	X
	CORR. CONTROL SURVEYOR	B-ELOP	VIII
WW104	AREA 520300 - WATER OPERATIONS-MGR'S. OFFICE		
	CLERK, WATER OPERATIONS	B	IV
WW821	AREA 520330 - MECHANICAL MAINTENANCE		
WW820	CREW LEADER, MECH. MAINT.	LOP	XII
	MAINTENANCE MECHANIC	B-ELOP	XI
WW819	AREA 520330 - ELECTRIC AND INSTRUMENT MAINTENANCE		
WW813	C/L WATER INSTRUMENTATION	B-ELOP	XV
WW828	INSTRUMENT REPAIRER	B-ELOP	XIII
WW836	C/L ELECTRICAL MAINT.	LOP	XIII
	MAINTENANCE ELECTRICIAN	B-ELOP	XII
WW834	AREA 520330 - WATER TREATMENT		
	WATER TREATMENT OPERATOR	B	IX
WW841	AREA 520340 - WELL CONSTRUCTION		
WW845	C/L WELL DRILLING	LOP	XII
	OPERATOR, WELL RIG	LOP	VIII
WW333	AREA 520340 - WELL PUMP MAINTENANCE		
WW843	C/L PUMPS	LOP	XI
	PUMP REPAIRER	B-ELOP	VI

68

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
WW846	AREA 520340 - WELL SERVICE AND MAINTENANCE		
WW847	WELL TENDER	LOP	X
WW830	WELL TESTER	LOP	VIII
WW843	LD UTIL. WKR, WATER TREAT.	LOP	VII
WW829	PUMP REPAIRER	B-ELOP	VI
	UTIL. WKR, WATER TREAT.	B	VI
WW818	AREA 520350 - WATER METER		
WW817	FIELD TEST AND REPAIRER	LOP	X
	HELPER, WATER SERVICE	B-ELOP	V
WW822	AREA 520350 - WATER METER SHOP		
WW815	LEAD, METER REPAIRER	LOP	IX
GG977	METER REPAIRER	LOP	VIII
GG904	HELPER, SALV. AND MATERIAL	B-ELOP	V
	TYPIST CLERK	B-ELOP	IV
WW814	AREA 520350 - WATER METER SERVICES		
GG092	FIELD REPAIR, WATER METERS	LOP	VIII
	CLERK, ROUTES AND FILES	B	VII
WW810	AREA 520350 - WATER QUALITY ASSURANCE LAB		
GG904	LABORATORY TESTER	B	VIII
	TYPIST CLERK	B	IV
EE428	AREA 520610 - SYSTEMS CONTROL - ELECTRIC		
NN157	DRAFTER II	LOP	X
EE414	INSPECTOR-OPERATOR	B	X
	DRAFTER I	B-ELOP	VIII
CC022	AREA 530120 - MANAGEMENT ACCOUNTING		
CC062	COST ACCOUNTING CLERK	LOP	X
CC052	ACCOUNTING CLERK	LOP	X
CC046	CLERK, CONTROL BALANCE	LOP	IX
GG904	DATA CLERK	LOP	VI
	TYPIST-CLERK	B-ELOP	IV
CC476	AREA 530120 - ACCOUNTS PAYABLE		
CC325	ACCOUNTING CONTROL CLERK	LOP	IX
CC045	CLERK, ACCTS. PAYABLE II	LOP	VII
CC324	ACCTS. PAY. DATA ENTRY CLERK	LOP	VI
CC143	CLERK, ACCTS. PAYABLE I	LOP	VI
	OFFICE CLERK	B-ELOP	IV
CC036	AREA 530130 - PROPERTY ACCOUNTING		
CC132	PROPERTY ACCOUNTING CLERK	B	X
CC037	CONSTRUCTION/COST CLERK	B	IX
	PROPERTY RECORDS CLERK	B	VIII

69

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
SS049	AREA 530230 - CASHIERS		
SS065	MINI-COMPUTER OPERATOR	LOP	IX
SS059	ADJUSTMENTS TELLER	B-ELOP	VI
SS074	TELLER	B-ELOP	VI
SS442	RETURNED CHECKS PROC.	B-ELOP	VI
	TOTAL REMIT. PROC. OPERATOR	B-ELOP	VI
AA355	AREA 530420 - PURCHASING AND CONTRACTS		
AA356	INVOICE CLERK	LOP	VI
AA907	ORDER CLERK	LOP	V
	RECEPTIONIST - CLERK	B-ELOP	IV
AA372	AREA 530430 - MATERIAL CONTROL		
	INVENTORY - CONTROL CLERK	B	V
AA013	AREA 530440 - STOREROOM-SUPERVISOR'S OFFICE		
	CLERK, STORES	B	V
AA300	AREA 530441 - S/R 85 - PRIMARY STORES		
AA343	CL. STORES	LOP	X
AA301	MATERIAL HANDLER	LOP	VIII
AA329	CL. SALVAGE	LOP	VII
AA257	STOCK RECEIVING CLERK	LOP	VII
AA374	DATA INVENTORY CONTROL CLERK	LOP	VI
AA344	TRACTOR-TRAILOR DRIVER	B-ELOP	VI
	UTILITY WORKER, STORES	B-ELOP	V
AA343	AREA 530442 - INVESTMENT RECOVERY - SALVAGE		
AA344	MATERIAL HANDLER	LOP	VIII
	UTILITY WORKER, STORES	B-ELOP	V
AA343	AREA 530443 - INVESTMENT RECOVERY - RECYCLING		
AA371	MATERIAL HANDLER	LOP	VIII
AA344	TEST AND REPAIRER, SALVAGE	LOP	VI
	UTILITY WORKER, STORES	B-ELOP	V
GA905	AREA 530200 - DISTRIBUTION SUPPORT - N SVC - MGR'S OFFICE		
EE436	CONSTRUCTION COORDINATOR	B	XI
RR096	JOB COORDINATOR	B	X
GG707	LIGHTING CLERK	B	VI
EE019	CLERK, GOVERNMENT RECORDS	B	VI
GA906	CONTRACT CLERK	LOP	V
GC908	CLERK, SERVICE CENTER	LOP	V
EE018	RECORD CLERK	LOP	V
GG904	CLERK, DISTRIB. SUPPORT	B	IV
	TYPIST - CLERK	B-ELOP	IV
EE576	AREA 530205 - RECYCLING		
EE577	CL. R.O.-W/GROUNDS MAINT.	LOP	IX
EA547	TRACTOR DRIVER	LOP	VII
	U/W, R.O.-W/GROUNDS MAINT.	B-ELOP	V

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
EE436	AREA 550220 - DISTRIBUTION SUPPORT - LINE CLEARANCE		
EE576	JOB COORDINATOR	B	X
EE577	CL. R.O.-W/GROUNDS MAINT.	LOP	IX
EA547	TRACTOR DRIVER	LOP	VII
GG780	U/W, R.O.-W/GROUNDS MAINT.	B-ELOP	V
	UTILITY WORKER I	B-ELOP	IV
EE589	AREA 550240 - ELECT. DISTRIB. - DISTRIB. SUPPORT		
EE591	CL. CABLE SPLICING	LOP	XV
EE595	CABLE SPLICER	LOP	XIII
EE585	CL. OPERATOR	LOP	XII
EE592	URD ELECTRICIAN	B	XII
EE941	APPRENTICE CABLE SPLICER	LOP	IX
EE593	MACHINE OPERATOR (ELECT.)	LOP	VIII
EE547	CAB SPL. HLP. (PRE-APPR.)	LOP	VII
EE780	UTILITY WORKER II	LOP	VI
	UTILITY WORKER I	B-ELOP	IV
GG266	AREA 550245 - GENERAL CONST. AND STREET REPAIR		
GG265	CL. STREET REPAIR	LOP	X
GG554	CONCRETE MIXER DRIVER	LOP	VIII
GG557	LEAD UTIL. WKR. STREET REPAIR	LOP	V
GG780	UTIL. WORKER, STREET REPAIR	B-ELOP	V
	UTILITY WORKER I	B-ELOP	IV
EE706	AREA 550246 - GENERAL CONSTRUCTION		
EE707	CL. CARPENTRY	LOP	XII
EE545	CARPENTER	LOP	XI
GG780	UTILITY WORKER (BLD. CONST./MAINT.)	LOP	VII
	UTILITY WORKER I	B-ELOP	IV
WW907	AREA 550255 - CONST. AND MAINT. SUPP. - WATER		
WW129	CL. UTILITY SVCS (WATER AND GAS)	LOP	XII
GG771	CL. PURIF. AND HYDR. MAINT.	LOP	X
WW741	CL. VALVE MAINT.	LOP	X
DS941	LEAD PIPELAYER	LOP	IX
TV941	MACHINE OPER. (DIST. SUPP.)	LOP	VIII
WW841	MACHINE OPER. (WATER)	LOP	VIII
WW827	MACHINE OPER. (DST. SUPP.)	LOP	VIII
DS778	CL. PIPE STRINGING	LOP	VIII
TR738	HELPER, VALVE MAINT.	LOP	VII
WW736	UTILITY WORKER II	B	VI
WW789	UTILITY WORKER I	B-ELOP	VI
WW787	HELPER, PURIFICATION	LOP	VI
GG780	HELPER, PIPE STRINGING	LOP	VI
	UTILITY WORKER I	B-ELOP	V
	UTILITY WORKER I	B-ELOP	IV

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE	JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
AREA 550256 - CONST. AND MAINT SUPP. - TOOL ROOM							
EE447	LEAD MECH., TOOL/SMALL ENG.	LOP	XI	AA444	MECHANIC	LOP	XI
EE446	MECH., TOOLS AND SMALL ENG.	B	X	AA443	APPR. MECHANIC	B-LOP	IX
EE445	TOOL ISSUE AND REPAIRER	LOP	VI	AA431	COUNTER-INVENTORY CLERK	LOP	VII
GG904	TYPIST - CLERK	B	IV	AA950	MECHANIC HELPER	B	VI
AREA 550269 - ELECT. DIST. - TROUBLESHOOT. AND CUST. SERV.							
EE575	TROUBLESHOOTER	LOP	XIV	EE432	LEAD STOCKKEEPER (TRANS.)	LOP	IX
EE574	TROUBLESHOOTERCSR	LOP	XV-4	AREA 550610 - TRANS. PARTS AREA			
EE780	UTILITY WORKER I	B-LOP	IV	AA447	MECHANIC	LOP	XI
AREA 550270 - TROUBLESHOOTING AND SYST. MAINT.							
EE541	C/L. LINEMAN	LOP	XV	EE605	LEAD MAINT. MACHINIST	LOP	XIII
EE575	TROUBLESHOOTER	LOP	XIV	EE615	C/L. FABRIC. WELDING	LOP	XII
EE574	TROUBLESHOOTERCSR	LOP	XV-4	EE606	MAINT. MACHINIST	LOP	XII
EE540	LINEMAN	LOP	XIII	EE607	FABRICATOR WELDER	LOP	XI
EE585	URD ELECTRICIAN	B	XII	EE420	C/L. STEEL ERECTOR-MOVER	LOP	XI
GA905	CONST. COORDINATOR	B	XI	EE608	BLACKSMITH	LOP	XI
EE436	JOB COORDINATOR	B	X	EE613	LEAD SHEET METAL WORKER	LOP	XI
EE941	MACHINE OPERATOR (ELECT.)	LOP	VIII	EE610	SHEET METAL WORKER	LOP	XI
EE580	STREET LIGHT PATROLLER	LOP	VIII	EE617	CANVAS WORKER	B	X
EE544	PLTN. ELECT. DIST. (PRE-APPR.)	B-LOP	VII	EE628	MOBILE EQUIP. OPERATOR	LOP	X
EE971	HELPER, SERVICE AND MAINT.	LOP	VII	EE628	STEEL ERECTOR-MOVER	LOP	IX
EE780	UTILITY WORKER I	B-LOP	IV	EE621	MAINT. MACHINIST APPR.	LOP	IX
AREA 550291 - CONST. MAINT. SUPPORT-GAS							
GG772	C/L. SERV. CONST. AND MAINT.	LOP	XIII	EE619	FABRIC. WELDER APPR.	LOP	IX
EE615	C/L. FABRIC. WELDING	LOP	XII	EE431	SHEET METAL WORKER APPR.	LOP	VIII
GG785	COMBINATION WELDER	LOP	XII	EE609	BLACKSMITH HELPER	B-LOP	VI
GG784	C/L. GAS/ELECT. SERV. SSC	LOP	XI	EA908	UTIL. WKR. MACH. AND METAL SHOP	B-LOP	V
GG771	C/L. VALVE MAINT.	LOP	X	AREA 550620 - OPERATIONS FACILITY GARAGE			
GG768	GAS LEAK TESTER	LOP	X	AA447	C/L. MECHANIC	LOP	XII
GG761	COMB. WELDER (RESTRICTED)	LOP	X	AA444	MECHANIC	LOP	XI
GG941	MACHINE OPER. (GAS)	LOP	VIII	AA443	APPR. MECHANIC	B-LOP	IX
GG776	UTIL. WORKER, II	LOP	VI	AA950	MECHANIC HELPER	B	VI
DS778	HELPER, VALVE MAINT.	LOP	VI	AE908	TRANS. CLERK	B	IV
GG780	UTILITY WORKER I	B-LOP	IV	AA979	HELPER, TRANS. MAINT.	B-LOP	IV
AREA 550298 - FACILITIES LOCATION							
EE561	C/L. LINE INSPECTION	LOP	X	AA447	C/L. MECHANIC	LOP	XII
GG710	FACILITIES LOCATOR	B	IX	AA444	MECHANIC	LOP	XI
EE561	LINE INSPECTOR	B-LOP	VIII	AA443	APPR. MECHANIC	B-LOP	IX
GG711	CLERK, FACILITIES LOC.	B	VII	AA950	MECHANIC HELPER	B	VI
GA906	CLERK, SERVICE CENTER	LOP	V	AE908	TRANS. CLERK	B	IV
EE018	CLERK, DIST. SUPPORT	B-LOP	IV	AA979	HELPER, TRANS. MAINT.	B-LOP	IV

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
AREA 550840 - PAINT AND BODY SHOP			
AA225	C/L, PAINT AND BODY SHOP	LOP	XII
AA452	VEHICLE BODY REPAIRER	B-ELOP	XI
AA547	UTIL. WORKER (TRANS.)	B	V
AE908	TRANS. CLERK	B	IV
AREA 550845 - TIRE SHOP			
AA447	C/L, MECHANIC	LOP	XII
AA444	MECHANIC	LOP	XI
AA950	MECHANIC HELPER	B	VI
AA458	TIRE REPAIRER	LOP	V
AE908	TRANS. CLERK	B	IV
AREA 550850 - HEAVY EQUIPMENT SHOP			
AA447	C/L, MECHANIC	LOP	XII
AA444	MECHANIC	LOP	XI
AA443	APPR. MECHANIC	B-ELOP	IX
AA950	MECHANIC HELPER	B	VI
AA909	PARTS-ORDER CLERK	B-ELOP	VI
AA100	VEHICLE ISSUE CLERK	B	V
AE908	TRANSPORTATION CLERK	B	IV
AREA 550855 - GARAGE - SHEAHAN STATION			
AA447	C/L, MECHANIC	LOP	XII
AA444	MECHANIC	LOP	XI
AA443	APPR. MECHANIC	B-ELOP	IX
AA950	MECHANIC HELPER	B	VI
AREA 550860 - GARAGE - SOUTH SERVICE CENTER			
AA447	C/L, MECHANIC	LOP	XII
AA444	MECHANIC	LOP	XI
AA443	APPR. MECHANIC	B-ELOP	IX
AA950	MECHANIC HELPER	B	VI
AA458	TIRE REPAIRER	LOP	V
AA979	HELPER, TRANS. MAINT.	B-ELOP	IV
AREA 550870 - GARAGE - HICKORY HILL SVC. CTR.			
AA447	C/L, MECHANIC	LOP	XII
AA444	MECHANIC	LOP	XI
AA443	APPR. MECHANIC	B-ELOP	IX
AA950	MECHANIC HELPER	B	VI
AA909	PARTS-ORDER CLERK	B-ELOP	VI
AA458	TIRE REPAIRER	LOP	V
AA979	HELPER, TRANS. MAINT.	B-ELOP	IV

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
AREA 550860 - GARAGE - BRUNSWICK SVC. CTR.			
AA447	C/L, MECHANIC	LOP	XII
AA444	MECHANIC	LOP	XI
AA443	APPR. MECHANIC	B-ELOP	IX
AA950	MECHANIC HELPER	B	VI
AA979	HELPER, TRANS. MAINT.	B-ELOP	IV
AREA 550890 - HEAVY EQUIPMENT OPERATIONS			
AA955	HEAVY EQUIP. OPERATOR	LOP	XI
AA376	APPR. Hvy. EQUIP. OPER.	B-ELOP	VIII
AA950	MECHANIC HELPER	B	VI
AA256	SCHEDULE CLERK	B	VI
HICKORY HILL SERVICE CENTER			
AREA 550800 - MANAGER'S OFFICE			
GA905	CONST. COORDINATOR	B	XI
GA906	CLERK, SERVICE CTR.	LOP	V
GC908	RECORD CLERK	B	V
NA907	GEN. OFFICE CLERK	B-ELOP	IV
ELECTRIC DISTRIBUTION - HICKORY HILL			
AREA 550810 - UNDERGROUND			
EE586	C/L, URD ELECTRICIAN	LOP	XV
EE555	C/L, OPERATOR	LOP	XII
EE585	URD ELECTRICIAN	B	XII
EE941	MACHINE OPERATOR (ELECT)	LOP	VIII
EE947	UTILITY WORKER II	LOP	VI
AREA 550810 - CONSTRUCTION AND MAINTENANCE			
EE541	C/L, LINEMAN	LOP	XV
EE540	LINEMAN	LOP	XIII
EE573	CRANE OPERATOR - DRIVER CLERK	LOP	IX
EE542	APPR. LINEMAN	LOP	IX
EE544	HLPR. ELECT. DIST. (PRE-APPR.)	B-ELOP	VII
EE780	UTILITY WORKER I	B-ELOP	IV
AREA 550820 - GAS DISTRIBUTION			
GG772	C/L, CONST. AND MAINT.	LOP	XIII
GG784	C/L, GASELECT. SERVICES	LOP	XI
GG941	MACHINE OPER. (GAS)	LOP	VIII
GG776	UTILITY WORKER, II	LOP	VI
GG780	UTILITY WORKER I	B-ELOP	IV

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
WW937	AREA 550830 - WATER DISTRIBUTION	LOP	XII
WW741	CA, UTIL. SERVICE (WATER AND GAS)	LOP	IX
WW941	LEAD PIPELAYER	LOP	IX
WW736	MACHINE OPER. (WATER)	LOP	VIII
WW780	UTILITY WORKER II	LOP	VI
	UTILITY WORKER I	B-LOP	IV
NN294	AREA 550840 - CUSTOMER ENGINEERING	B	XII
EE408	SERVICE REPRESENTATIVE	LOP	X
NN889	DRAFTER II, CUST. ENGINEERING	LOP	IX
EE407	SERVICE EXPEDITER	B-LOP	VIII
GA906	DRAFTER I, CUST. ENGINEERING	LOP	V
	CLERK, SERVICE CTR.	LOP	V
AA300	AREA 550860 - STOREROOM 87	LOP	X
AA343	CA, STORES	LOP	VIII
AA257	MATERIAL HANDLER	B-LOP	VI
AA344	DATA INVENTORY CONT. CLERK.	B-LOP	V
GG780	UTIL. WORKER, STORES	B-LOP	IV
	UTILITY WORKER I	B-LOP	IV
GA905	AREA 550900 - MANAGERS OFFICE	B	XI
GA906	CONST. COORDINATOR	LOP	V
GC908	CLERK, SERVICE CTR.	B	V
MA907	RECORD CLERK	B-LOP	IV
	GENERAL OFFICE CLERK	B-LOP	IV
EE586	AREA 550910 - UNDERGROUND	LOP	XV
EE585	CA, URD ELECTRICIAN	LOP	XII
EE585	CA, OPERATOR	LOP	XII
EE941	URD ELECTRICIAN	B	XII
EE941	MACHINE OPER. (ELECT.)	LOP	VIII
EB547	UTILITY WORKER II	LOP	VI
EE541	AREA 550910 - CONST. AND MAINTENANCE	LOP	XV
EE540	CA, LINEMAN	LOP	XIII
EE573	CRANE OPER. - DRIVER CLERK	LOP	IX
EE542	APPR. LINEMAN	LOP	IX
EE544	HELPER, ELECT. DIST. (PRE-APPR.)	B-LOP	VII
EE780	UTILITY WORKER I	B-LOP	IV

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
GG772	AREA 550820 - GAS DISTRIBUTION	LOP	XIII
WW937	CA, SERVICE CONST. AND MAINT.	LOP	XII
GG784	CA, UTIL. SERVICE (WATER AND GAS)	LOP	XI
GG941	CA, GAS/ELECT. SERVICES	LOP	VIII
GG776	MACHINE OPER. (GAS)	LOP	VI
GG780	UTIL. WORKER, II	B-LOP	IV
	UTILITY WORKER I	B-LOP	IV
GG772	AREA 550930 - WATER DISTRIBUTION	LOP	XIII
WW937	CA, SERVICE CONST. AND MAINT.	LOP	XII
WW741	CA, UTIL. SERV. (WATER AND GAS)	LOP	IX
WW941	LEAD PIPELAYER	LOP	VIII
WW736	MACHINE OPERATOR (WATER)	LOP	VI
WW780	UTILITY WORKER II	B-LOP	IV
	UTILITY WORKER I	B-LOP	IV
NN294	AREA 550940 - CUSTOMER ENGINEERING	B	XII
EE408	SERVICE REPRESENTATIVE	LOP	X
NN889	DRAFTER II, CUSTOMER ENG.	LOP	IX
EE407	SERVICE EXPEDITER	LOP	VIII
GA906	DRAFTER I, CUSTOMER ENG.	B-LOP	V
	CLERK, SERVICE CENTER	LOP	V
AA300	AREA 550950 - STOREROOM 85	LOP	X
AA343	CA, STORES	LOP	VIII
AA257	MATERIAL HANDLER	B-LOP	VI
AA344	DATA INVENTORY CONTROL CLK.	B-LOP	V
	UTILITY WORKER, STORES	B-LOP	V
AA905	BRUNSWICK SERVICE CENTER	B	XI
GA906	AREA 551000 - MANAGERS OFFICE	LOP	V
GC908	CONST. COORDINATOR	B	V
	CLERK, SERVICE CENTER	LOP	V
	RECORD CLERK	B	V
EE541	AREA 551010 - ELECT. DISTRIBUTION	LOP	XV
EE540	CA, LINEMAN	LOP	XIII
EE585	CRANE OPER. - DRIVER CLERK	LOP	XII
EE585	URD ELECTRICIAN	LOP	XII
EE573	CRANE OPER. - DRIVER CLERK	B	IX
EE542	APPR. LINEMAN	LOP	IX
EE941	MACHINE OPERATOR (ELECT.)	LOP	VIII
EE544	HELPER, ELECT. DIST. (PRE-APPR.)	B-LOP	VII
EB547	UTILITY WORKER II	LOP	VI

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
EE586 EE780	AREA 551010 - UNDERGROUND CA, URD ELECTRICIAN UTILITY WORKER I	LOP B-LOP	XV IV
GG772 GG784 GG941 GG776 GG780 GG770	AREA 551020 - GAS DISTRIBUTION CA, SERVICE CONST. AND MAINT. CA, GAS/ELECT. SERVICES MACHINE OPER. (GAS) UTIL. WORKER II UTILITY WORKER I OXYACETYLENE WELDER	LOP LOP LOP LOP LOP B-LOP	XIII XI XII VIII VI IX
WW937 WW741 WW941 WW736 WW780	AREA 551030 - WATER DISTRIBUTION CA, UTIL. SERVICES (WATER AND GAS) LEAD PIPELAYER MACHINE OPER. (WATER) UTILITY WORKER II UTILITY WORKER I	LOP LOP LOP LOP B-LOP	XII IX VIII VI IV
NN294 EE408 NN889 EE407 GA906	AREA 551040 - CUSTOMER ENGINEERING-BRUNSWICK SC SERVICE REPRESENTATIVE DRAFTER II, CUSTOMER ENG. SERVICE EXPEDITER DRAFTER I, CUSTOMER ENG. CLERK, SERVICE CENTER	B LOP LOP LOP B-LOP	XII X IX IX VIII
AA300 AA343 AA257 AA344	AREA 551050 - STOREROOM 69 CA, STORES MATERIAL HANDLER DATA INVENTORY CTRL. CLERK UTIL. WORKER, STORES	LOP LOP LOP B-LOP	X VIII VI V
GA905 NN889 GA906 GC908 NA907	AREA 551200 - MANAGERS OFFICE SOUTH SERVICE CENTER CONST. COORDINATOR SERVICE EXPEDITER CLERK, SERVICE CENTER RECORD CLERK GENERAL OFFICE CLERK	B LOP LOP LOP B B-LOP	XI IX V V IV

78

JOB CODE	CLASSIFICATION TITLE	OCC. LOP	GRADE
EE586 EE555 EE585 EE941 EB547	AREA 551210 - ELECT. DISTRIBUTION-URD CA, URD ELECTRICIAN CA, OPERATOR URD ELECTRICIAN MACHINE OPERATOR (ELECT.) UTILITY WORKER II	LOP LOP LOP LOP LOP	XV XII XII VIII VI
EE541 EE340 EE542 EE544 EE780 EE971	AREA 551210 - CONST. AND MAINT. CA, LINEMAN LINEMAN APPR. LINEMAN HELPER, ELECT. DIST. (Pre-APPR.) UTILITY WORKER I HELPER, SERVICE AND MAINT.	LOP LOP LOP LOP B-LOP LOP	XV XIII IX VII IV VII
GG772 WW937 GG784 EE941 GG941 GG776 GG780	AREA 551220 - GAS DISTRIBUTION CA, SERV. CONST. AND MAINT. CA, UTIL. SERVICES (WATER AND GAS) CA, GAS/ELECT. SERVICES MACHINE OPER. (ELECT.) MACHINE OPER. (GAS) UTILITY WORKER II UTILITY WORKER I	LOP LOP LOP LOP LOP LOP B-LOP	XIII XII XI VIII VIII VI IV
GG772 WW937 WW741 EE941 WW941 WW736 WW780	AREA 551230 - WATER DISTRIBUTION CA, SERVICE CONST. AND MAINT. CA, UTIL. SERV. (WATER AND GAS) LEAD PIPELAYER MACHINE OPER. (ELECT.) MACHINE OPER. (WATER) UTILITY WORKER II UTILITY WORKER I	LOP LOP LOP LOP LOP LOP B-LOP	XIII XII IX VIII VIII VI IV
NN294 EE408 EE407	AREA 551240 - CUSTOMER ENGINEERING SERVICE REPRESENTATIVE DRAFTER II, CUSTOMER ENG. DRAFTER I, CUSTOMER ENG.	B LOP B-LOP	XII X VIII
AA300 AA343 AA257 AA344	AREA 551250 - STOREROOM 68 CA, STORES MATERIAL HANDLER DATA INVENTORY CTRL. CLERK UTIL. WORKER, STORES	LOP LOP LOP B-LOP	X VIII VI V

79